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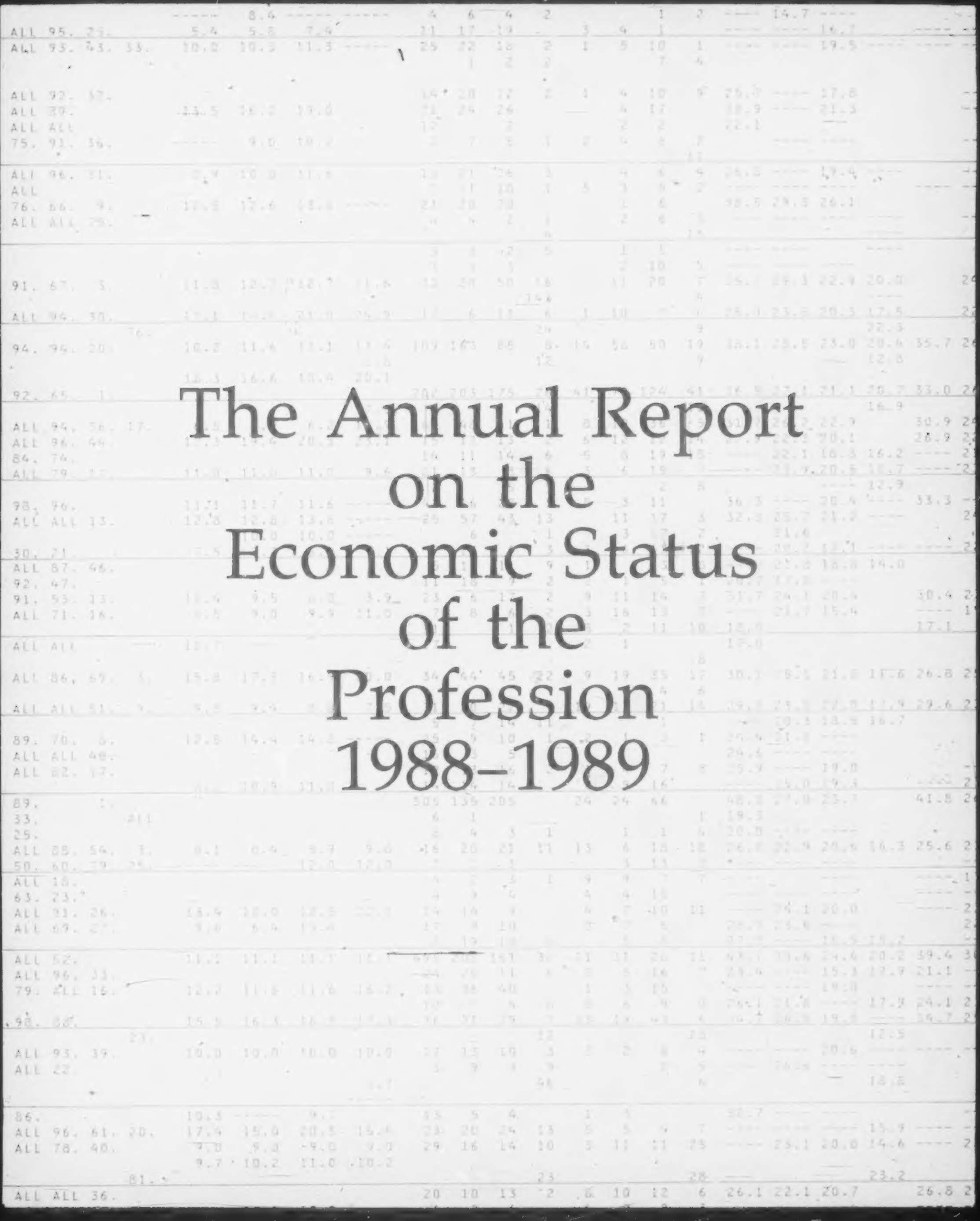
ACADEME

BULLETIN OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

MARCH-APRIL 1989



The Annual Report on the Economic Status of the Profession 1988–1989

SPECIAL ISSUE

AAUP

June 17–18, 1989

Grand Hyatt Hotel

Washington, DC

ANNUAL 75th MEETING

PROGRAM

Saturday, June 17:

Opening Session: *Panel discussion by the National Policy Action Group*—"Meeting the National Need for Minority Scholars"

Luncheon: *Sponsored by Committee W on the Status of Women in the Academic Profession*

Plenary Session

Reminiscences of Past Annual Meetings—Dinner and recollections with Carol Simpson Stern, Walter Adams, and Ralph S. Brown

Sunday, June 18:

Breakfast with the General Secretary

Plenary Session

PRE-SESSION EVENTS

Wednesday, June 14

AAUP Day on Capitol Hill
(orientation Tuesday evening, June 13)
Collective Bargaining Congress Plenary Session
Assembly of State Conferences

Thursday, June 15

Collective Bargaining Congress Plenary Session & Workshops
Assembly of State Conferences
Council Dinner *(open to all AAUP members)*
President's Reception

Friday, June 16

Membership Development Luncheon
Workshops *(see box below)*

Make your travel plans now. For assistance contact the AAUP Coordinator, Destination Systems, at 1-800-222-5203.

Also plan to attend these special workshops on Friday:

2:15–3:45 p.m.

Assessing Assessment: Academic, Political, and Social Implications
Moderator: Ernst Benjamin, AAUP General Secretary
Patricia Hutchings, AAHE Assessment Forum
Cinthia Schuman, Executive Director, FairTest
Kirby Miller, History, University of Missouri

Professional Careers and Family Responsibilities
Moderator: Martha A. Toll, AAUP Associate Counsel
Mary W. Gary, chair, Mathematics, Statistics, and Computer Science, American University, and chair, Committee W
Carol Keyes, chair, National Coalition for Campus Child Care
Patricia Ruess, Legislative Director, Women's Equity Action League

4:00–5:30 p.m.

Continuing the Dialogue: The 1940 Limitations Clause and Church-related Institutions
Moderator: Matthew W. Finkin, Law, University of Illinois, Urbana, and chair, Committee A
C. Earl Edmondson, History, Davidson College
C. Michael Hawn, Church Music, Southeastern Baptist Theological Seminary
Joel T. Rosenthal, History, SUNY Stony Brook

Retirement: New Alternative Plans and Preparing for Uncapping
Moderator: Ernst Benjamin, AAUP General Secretary
Sharon P. Smith, Associate Director, NAS Project on Faculty Retirement
Representative from TIAA-CREF

Mentoring Minority Faculty
Moderator: Jacqueline Jefferson, Counseling, Cuyahoga Community College, and chair, Committee L
Glover W. Barnes, School of Medicine, University of Washington
Jeanette Sharpe Kreiser, Assistant Dean, College of Education, University of Maryland

To receive information on the Annual Meeting and a registration packet, please complete and mail this coupon to: **AAUP Annual Meeting, 1012 14th Street NW, Suite 500, Washington, DC 20005.**

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BULLETIN OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

MARCH-APRIL 1989

Volume 75, Number 2

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High Education Goals: Low Salary Increases

- ☐ Increase in real salary levels of 1.3 percent—slightly higher than last year, but significantly lower than the increase in any other year in the past five.
- ☐ Increases in salary for continuing faculty averaged 6.8 percent or 2.3 percent in real terms.
- ☐ Over the past ten years, salary increases have averaged about 4 percent for every 5 percent increase in tuition fees.
- ☐ While salaries in many professions were overcome by inflation in the 1970s and early 1980s, most occupations had caught up by 1985. Not so for faculty.
- ☐ Only 4.5 percent of all full-time faculty are women and in the rank of full professor.
- ☐ Average salary levels for faculty at four-year colleges averaged $39,950, and only $32,210 in two-year colleges.

These highlights and others are discussed in the report by Professor Hirschel Kasper, chair of the AAUP's Committee Z on the Economic Status of the Profession.

The faculty data used to prepare this report were provided by institutions responding to the AAUP Annual Survey conducted by Maryse Eymonerie Associates, also responsible for editing, processing, and preparing the statistical materials which appear in this report. Data for 1,900 institutions are displayed in Appendixes I and II (Data on nine-month basis for regular teaching faculty). Data for preclinical departments of Medical Schools which usually appear in Appendix III will be published in the July-August issue of *Academe*.

The Annual Report on the Economic Status of the Profession, 1988–89

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High Education Goals: Low Salary Increases

The Annual Report on the Economic Status of the Profession, 1988–89[1]

The average salary level of university and college faculty was 5.8 percent higher in 1988–89 than it had been in 1987–88, an improvement from the unusually small 4.9 percent increase of the previous academic year. The average salary increase from 1987–88 to 1988–89 for continuing faculty was 6.8 percent, barely higher than the 6.6 and 6.5 percent of the past two years. The picture is much less rosy, however, once it is recognized that the rate of inflation, measured by the "cost-of-living" Consumer Price Index (CPI), has also increased since last year. As a consequence, the real increase in average salaries, i.e., adjusted for inflation, was only 1.3 percent, slightly higher than last year's 0.9 percent, but significantly lower than the increase in any other year in the past five. The "real" average salary increase for continuing faculty for 1988–89 over 1987–88 was only 2.3 percent, somewhat less than last year's and the smallest increase since the 1982–83 to 1983–84 period.

The report of these small increases may come as less of a surprise to faculty than to those who foot the tuition bills, either as parents or policy makers, since faculty salary levels have not been proportionate beneficiaries of the much higher rate of tuition increases. Over the past ten years, salary increases have averaged about four percent for every five percent increase in tuition and fees, as reported by the College Board.

PROBLEM

While salaries in many professions were overcome by inflation in the 1970s and early 1980s, most occupations had caught up by 1985, and those people were finally able to enjoy a higher standard of living than they had at the start of the 1970s. Not so for faculty. Although the average increases in salary levels have been higher than inflation for the past eight years, salary levels have been creeping ahead so slowly that, even now, they remain approximately 8 percent below, in real terms, what they were in 1971. Unless there are larger real increases in the immediate future, it may take until 1995—a generation from 1970—for real faculty salary levels to equal what they were in 1970.

The relatively small number of American undergraduates who enroll in Ph.D. programs may be a signal that faculty salaries are not competitive with alternative opportunities. The average salary for faculty at four-year institutions is $39,950, and only $32,210 for those who teach at two-year colleges (see Table 13). Engineers and attorneys who do work in the private sector equivalent to that of a federal employee at the GS-15 level receive salaries three times larger. If society comes to the view that research, scholarship, and teaching are crucial to its own improvement and, if the academic life of the twenty-first century is to be attractive to the most creative and imaginative students of today, faculty salary levels will have to rise faster. Each academic institution can, by aspiring to raise the rate of increase of its salary levels, act both in its own interest and in the interest of the larger society.

Alternative indicators of the state of the current labor market point in different directions. There are important indications that new opportunities are becoming more plentiful and more varied than the dismal situation of a decade ago, but there are some other indications that the situation is not getting better. A fair reading of these mixed indicators is that economic conditions for the profession as a whole are better today than a decade ago, but that the benefits of those improvements are not equally shared by faculty across disciplinary fields, category of institutions, and length of service.

It seems that the slow rate of salary increases has led faculty to focus their attention more sharply on the distribution of the available dollars. The unequal distribution of benefits has given rise to concern and contention among faculty because the distribution appears to them to have an unseemly large element of caprice and arbitrariness. It may seem ironic that such concerns have risen during the time that university and college administrations have tried to become more professional, but questions about distribution may be expected to come to the fore when average salaries grow too slowly.

The increased attention to the distribution of salary increases would seem to be the culmination of three different forces: (1) There is a growing acceptance of the argument that it is possible and useful to make fine distinctions among faculty, some of whose work would merit noticeable salary increases and some much less, although there is little consensus about how to measure everything faculty actually do. (2) The emphasis on the need to staff departments in fields where there are lucrative alternatives to academe has often left faculty in traditional areas with little more than what appears to be expressions of sympathy. (3) The new career opportunities which have come to the profession have seldom come to the loyal and experienced senior faculty, whose knowledge of institutional practice and governance is increasingly being rendered obsolete.

1. The increased external concern with faculty evaluation and merit would make it appear that concepts of quality were either unknown to the faculty or that merit was a simple matter of measurement. Obviously neither of those are true in a profession where the refereeing of the written and spoken ideas of one's peers are the ordinary essence of work. Moreover, work responsibilities and expectations vary immensely both from institution to institution and department to department. External pressures can cause the *drive* to measure to exceed the *ability* to measure, thereby making the justification for salary differences seem tenuous and unpersuasive.

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[1] The data for this report were collected, processed, and tabulated for the American Association of University Professors by Maryse Eymonerie Associates. Inquiries concerning the data presented in this report or the ordering of special tabulations should be directed to Maryse Eymonerie Associates, P.O. Box 7893, Hilton Head, South Carolina 29938, telephone (803) 785-5346. Orders for additional copies of the Annual Report should be directed to AAUP, Suite 500, 1012 14th Street, N.W., Washington, D.C. 20005, telephone (202) 737-5900 (prepaid order only, price $27).

2. The development and expansion of certain fields, such as computer science and accounting, have required institutions to compete with expensive non-academic opportunities. Competition, as such, is not really new. Faculty in nursing, home economics, social work, and languages have long had non-academic alternatives, but those alternatives almost always lacked prestige, high pay, or intellectual excitement. Today, however, those qualities commonly exist in off-campus careers. In some cases, such as accounting and finance, academics are offered opportunities to work at academic problems in a non-academic setting. The prestige is less, but the pay is more. In other cases, new fields and disciplines are being taught on the campus by professionals who would otherwise work in a non-academic setting. But the competitive pressure on many institutions to meet the market for those fields has, in some cases, left too few dollars for the majority of the faculty who teach the core disciplines. Professional collegiality can be a cost of losing sight of the needs of the entire faculty.

3. Although alternative opportunities have improved for most faculty, there is a wider commitment to raising salaries and making them attractive for new faculty rather than for the more senior faculty. Part of this may be explained by the fewer opportunities available to senior faculty, but that explanation does not leave some faculty feeling any less trapped. It may also be noted that shifts in campus governance may make the experience of senior faculty less valuable to the institution. As a result, some senior faculty find themselves foreclosed, on the outside and inside, from doing what they could to earn larger salaries.

THE DATA

The data on average increases in salary, as reported in Table 1, indicate that increases in salary returned to their customary rates in 1988–89. The average increase of 5.8 percent for all ranks combined is higher than the 4.9 percent increase from 1986–87 to 1987–88, but is typical of the increases since 1981–82. In fact, the average increase for all ranks combined since 1981–82 is 5.8 percent, also. Although that average increase has fluctuated from year to year since 1982, the fluctuations have been relatively small. There has been a slight downward trend, especially if we look back ten years to 1978–79.

The small fluctuations in annual average increases for all ranks combined are made up of relatively large shifts within ranks. For example, although the average increase this year for all ranks was nearly the same as the increase from 1985–86 to 1986–87, i.e., 5.8 percent compared to 5.9 percent, the increase in average salaries for associate professors was 6.7 percent this year but only 5.8 percent two years ago. Thus, individual situations are much less predictable than the overall market.

Inflation makes salary increases even less predictable. A glance down the column in Table 1 labeled "Increase in Real Terms: All Ranks," shows that the average increase was 1.3 percent this year, though the annual average since 1982 is 2.1 percent. That is the source of the conclusion that the real increase in average salaries was relatively low last year. But a comparison of the data in the All Ranks column with the column for the increase in CPI shows the problem: the rise in the rate of inflation from 4.1 to 4.4 percent absorbed about half of the monetary increase in average salary. To say the same thing in other words, although average increases rose 0.9 percent this year, compared to last, real salaries increased only half as much—the other half went to offset the faster rate of inflation.

Further calculations demonstrate that the average real increase for all ranks fluctuates much more than the average monetary increase. This result reflects the fact that changes in monetary salary increases have not accurately reflected changes in inflation. If average increases had merely gone up and down with inflation, the increase, measured in real terms, would have been found to vary little. If the rate of inflation could be forecast more accurately, or if salary increases were tied to periodic changes in the cost of living, real salary increases would be more predictable. Faculty who received an increase in September would be more confident of what it would be worth six months later.

The same issues could be raised for the average salary increases of continuing faculty in Table II. In this case, though, the increase in inflation from 4.1 to 4.4 percent essentially offsets the 0.3 percent improvement in salary increases for all ranks combined. Instead of a rise in the average increase in salaries of continuing faculty, the result, after adjustment for the increased cost of living, is that it fell. For continuing faculty, also, the average increase in real terms fluctuates more than the monetary increase. The 2.3 percent real increase for all ranks is one of the smallest increases of the 1980s, and may be a warning of a downward trend in the attempt to catch up to the standard of living of 1970. Note that while there was little difference in the average salary increase from 1987–88 to 1988–89 among the three professorial ranks, the increases in average salary for continuing faculty distinctly favored the lower ranks. Part of the explanation involves the fact that faculty often receive relatively large salary increases when they are promoted from the ranks of assistant or associate professor. Yet it is also true that the difference in average salary increases between associate and full professors was much larger this year than any year in the past ten. Shifts such as that have given rise to concerns about salary compression.

The data in Table III are taken from a survey of institutions associated with the National Association of State Universities and Land-Grant Colleges. They show average salaries by discipline for full professors and new assistant professors, illustrating how widely salaries vary by field. The same four fields are at the top of the salary ranking for both new assistant professors and full professors, and there is a rough similarity of other fields at the lower end. An examination of those data over the past six years shows that the number of reporting institutions has increased to eighty-two, and that there has been a slight tendency for those fields where there are relatively high salaries to obtain larger (unweighted) average increases for faculty. For example, over the period from 1982–83 to 1988–89, the compounded average annual percentage change in salary level for professors of computer information was 7.2 percent as compared to 5.2 percent for professors of biology, and the former earn about 25 percent more than the latter. Across fields, then, there is evidence of growing salary dispersion, not salary compression.

Table 1 displays average salary increases by category of institution and faculty rank. The data show that the average increase in salary was larger at the major research universities (Category I) than elsewhere. Taken as a whole (with the exception of two-year institutions without rank, Category IV), the average increase in salary was 5.8 percent. The average increase was largest at the private independent institutions—6.3 percent, compared to 5.7 percent for the public institutions.

The continuing faculty at private independent institutions received average increases of 7.4 percent, larger than the 6.6 percent received by faculty at public institutions. Those at church-related colleges and universities received increases that were, as a whole, somewhere in between.

A first glance at the data in Table 1 shows that within most categories of institutions, the average increases are fairly simi-

TABLE I

Percentage Increases in the Consumer Price Index and Average Salary, Monetary and Real[1]—Institutions Reporting Comparable Data for Each of the One-Year Periods Since 1971–72

One-Year Period	Prof.	Assoc.	Asst	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Increase in CPI
	INCREASE IN MONETARY SALARY					INCREASE IN REAL TERMS					
1971-72 to 1972-73	4.3	4.2	4.1	3.9	4.1	0.3	0.1	0.1	−0.1	0.1	4.0
1972-73 to 1973-74	5.2	5.2	4.8	4.7	5.1	−3.4	−3.4	−3.8	−3.9	−3.5	8.9
1973-74 to 1974-75	5.8	5.9	5.7	5.8	5.8	−4.8	−4.7	−4.9	−4.8	−4.8	11.1
1974-75 to 1975-76	6.2	5.9	5.7	6.1	6.0	−0.8	−1.1	−1.2	−0.9	−1.0	7.1
1975-76 to 1976-77	4.7	4.7	4.7	4.7	4.7	−1.0	−1.0	−1.0	−1.0	−1.0	5.8
1976-77 to 1977-78	5.2	5.4	5.3	5.4	5.3	−1.4	−1.2	−1.3	−1.2	−1.3	6.7
1977-78 to 1978-79	5.6	5.8	5.9	6.0	5.8	−3.5	−3.3	−3.2	−3.1	−3.3	9.4
1978-79 to 1979-80	7.5	7.0	6.8	6.4	7.1	−5.1	−5.6	−5.7	−6.1	−5.5	13.3
1979-80 to 1980-81	8.8	8.5	8.8	8.6	8.7	−2.5	−2.8	−2.7	−2.7	−2.6	11.6
1980-81 to 1981-82	9.0	8.8	9.1	8.2	9.0	0.3	0.2	0.4	−0.3	0.3	8.7
1981-82 to 1982-83	6.3	6.3	6.8	6.7	6.4	1.9	1.9	2.4	2.3	2.0	4.3
1982-83 to 1983-84	4.6	4.4	5.0	5.1	4.7	0.9	0.7	1.2	1.2	1.0	3.7
1983-84 to 1984-85	6.7	6.4	6.6	6.2	6.6	2.6	2.4	2.6	2.2	2.6	3.9
1984-85 to 1985-86	6.1	5.9	6.2	5.9	6.1	3.0	2.8	3.1	2.8	3.0	3.0
1985-86 to 1986-87	6.0	5.8	5.7	4.9	5.9	3.8	3.5	3.4	2.6	3.6	2.2
1986-87 to 1987-88	5.0	4.8	4.9	3.8	4.9	0.9	0.7	0.8	−0.3	0.8	4.1
1987-88 to 1988-89	5.8	6.7	6.0	5.3	5.8	1.3	1.2	1.5	0.9	1.3	4.4*

[1] Monetary salary increases measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage change in the *Consumer Price Index* obtained from the Bureau of Labor Statistics (CPI on standard academic-year basis). Negative numbers = decreases.

*The change in the CPI for the months of March through June 1989 has been estimated. As soon as the information becomes available, this figure will be revised if necessary and published in a subsequent issue of *Academe*.

TABLE II

Percentage Increases in the Consumer Price Index and Average Salary Increases of Continuing Faculty, Monetary and Real,[1] 1971–72 thru 1988–89

Academic Rank	Prof.	Assoc.	Asst	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Increase in CPI
	INCREASE IN MONETARY SALARY					INCREASE IN REAL TERMS					
1971-72 to 1972-73	4.7	5.7	5.9	6.3	5.5	0.7	1.6	1.8	2.2	1.4	4.0
1972-73 to 1973-74	5.4	6.3	6.5	7.0	6.1	−3.2	−2.4	−2.2	−1.7	−2.6	8.9
1973-74 to 1974-75	6.6	7.4	7.9	8.7	7.4	−4.1	−3.3	−2.3	−2.2	−4.1	11.1
1974-75 to 1975-76	7.1	7.7	8.0	8.5	7.6	0.0	0.6	0.8	1.3	0.5	7.1
1975-76 to 1976-77	6.2	6.8	7.2	7.4	6.7	0.4	0.9	1.6	1.5	0.9	5.8
1976-77 to 1977-78	5.9	6.0	5.9	5.9	5.9	−0.7	−0.7	−0.7	−0.7	−0.7	6.7
1977-78 to 1978-79	6.9	7.6	8.0	8.4	7.4	−2.3	−1.6	−1.3	−0.9	−1.8	9.4
1978-79 to 1979-80	7.8	8.2	8.7	8.9	8.1	−4.9	−4.5	−4.1	−3.9	−4.6	13.3
1979-80 to 1980-81	9.6	10.0	10.6	10.6	10.0	−1.8	−1.4	−0.9	−0.9	−1.4	11.6
1980-81 to 1981-82	9.4	10.0	10.7	10.6	9.9	0.6	1.2	1.6	1.7	1.1	8.7
1981-82 to 1982-83	7.5	7.8	8.5	8.3	7.9	3.1	3.4	4.0	3.8	3.5	4.3
1982-83 to 1983-84	5.4	5.7	6.3	5.9	5.7	1.6	1.9	2.5	2.1	1.9	3.7
1983-84 to 1984-85	6.7	7.2	7.8	7.9	7.1	2.7	3.2	3.8	3.8	3.1	3.9
1984-85 to 1985-86	7.0	7.4	7.9	7.6	7.3	3.9	4.3	4.8	4.5	4.2	3.0
1985-86 to 1986-87	6.3	6.7	7.0	6.5	6.6	4.0	4.4	4.7	4.2	4.2	2.2
1986-87 to 1987-88	6.1	6.6	7.1	6.9	6.5	1.9	2.4	2.9	2.7	2.3	4.1
1987-88 to 1988-89	6.4	7.1	7.6	7.4	6.8	1.9	2.6	3.1	2.9	2.3	4.4*

[1] Monetary salary is salary measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage increase in the *Consumer Price Index* obtained from the Bureau of Labor Statistics (CPI on standard academic-year basis). Negative numbers = decreases.

*The change in the CPI for the months of March through June 1989 has been estimated. As soon as the information becomes available, this figure will be revised if necessary and published in a subsequent issue of *Academe*.

TABLE III

Average Salary Levels for Full Professors and New Assistant Professors, by Discipline, 1988–89[1] and Percentage Change Compounded, 1982–83 to 1988–89

Discipline	Average Salary	Percent Change
FULL PROFESSOR		
Law	$74,544	6.7%
Computer Information	63,348	7.2
Business	62,538	7.0
Engineering	61,862	7.3
Physical Sciences	55,892	6.3
Mathematics	54,318	6.0
Interdisc. Studies	54,068	6.4
Area Studies	53,587	7.2
Library	53,329	6.2
Social Sciences	53,287	6.0
Psychology	53,157	5.9
Public Affairs	52,700	5.6
Architecture	50,923	5.7
Biology	50,554	5.2
Letters	49,924	5.7
Communications	49,449	5.9
Foreign Languages	49,394	5.3
Home Economics	48,836	5.4
Agricultural Sciences	48,347	5.7
Education	47,571	5.3
Fine Arts	44,282	5.0
All Major Fields	54,843	6.2
NEW ASSISTANT PROFESSOR		
Business	$44,273	7.7
Law	42,688	5.1
Engineering	39,829	6.4
Computer Information	39,746	7.2
Mathematics	31,433	6.6
Physical Sciences	31,373	5.9
Public Affairs	31,023	5.7
Library	30,247	5.5
Agricultural Sciences	30,057	4.5
Home Economics	29,577	4.7
Communications	29,533	5.7
Biology	28,989	6.0
Psychology	28,675	7.2
Social Sciences	28,306	5.4
Education	27,783	5.0
Area Studies	27,375	6.4
Interdisc. Studies	26,697	3.8
Letters	25,773	5.3
Foreign Languages	25,634	5.8
Fine Arts	24,700	4.7
All Major Fields	32,429	5.9

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[1] Taken from the 1982–83 and 1988–89 Faculty Salary Survey by Discipline of Institutions Belonging to the National Association of State Universities and Land-Grant Colleges, conducted by the Office of Institutional Research, Oklahoma State University.

lar regardless of whether it is a public or private institution. The major exception to that generalization is in Category IIA (comprehensive institutions). For that category, the average increases of the public institutions are noticeably below those of either the private independent or church-related institutions, 5.9 percent compared to 7.5 percent, for example. The difference is even larger at the full-professor rank, leading one to worry about the continued strength of such institutions.

The higher increases at private institutions this year are a repeat of the results of last year. The public institutions may be losing their ability to stay with the academic market. The discussion below examines one of the problems of, and solutions taken by, public institutions which have given relatively small increases.

The data in Table 2, which show the distribution of increases, answer two important questions. First, it shows that the average or mean increase in salary is not "artificially" inflated or deflated by unusually high or low increases. A comparison of the average increase with the median increase demonstrates that the two are usually within hundredths of a decimal point of each other. The average salary increase is 5.8 percent, while the median increase for faculty members is 5.75 percent, surprisingly close even though the number of reporting institutions is different in the two cases. The differences between the above reported mean and the calculated median are even smaller for the increases of continuing faculty.

The distribution of average increases is slightly more dispersed at public institutions than at private ones. At public institutions 2.8 percent of the continuing faculty received increases of 13 percent or more, while only 0.8 percent of continuing faculty at private independent institutions received as much. At the other end of the distributions, 14.1 percent of continuing faculty at public institutions received average increases of less than 4 percent, but only 1.1 percent of the continuing faculty at private institutions received that little. It appears that the burden of the smaller average increases given by public institutions was borne in large measure by faculty at comprehensive universities and others whose increases were entirely offset by inflation.

For the record, it should be noted that far fewer faculty received increases of less than 1 percent (usually zero) this year than last, and that most of the improvement was at the public institutions.

The data in Table 3 are the average salary levels by category of institution and rank. Salaries (and compensation) for faculty at private research universities continue to lead the way. Average salaries are higher at private independent institutions than public ones for the major research universities and liberal arts colleges, with the reverse true at the comprehensive universities and two-year institutions. The data also show that the average salaries of assistant and associate professors are seldom more than six to seven thousand dollars apart, with a big jump for the average salaries of the full professors who usually have many more years of service. Secondly, compensation differences across categories are slightly smaller than salary differences, as illustrated by the data in Table 8.

The fact that salaries (and compensations) differ throughout the categories is a reminder that job duties and expectations are different—responsibilities at the Category I research universities are very different from responsibilities at two-year colleges in Categories III and IV. Yet there is significant overlap in salary levels among particular institutions of different categories, as demonstrated by the data in Table 6. A comprehensive university that pays its professors at the top 5th percentile of its category (IIA) is paying at a rate better than any of the Category I universities who pay in the lowest 40th percentile of their category.

Table 4 provides data on the weighted average salaries of men and women by rank. The average salaries of women in each rank and each category of institution are less than those of men. The differences tend to be the largest at the full-professor rank. The average salary for male full professors (excluding Category IV) is $51,150, which is 13.2 percent more than the average of $45,190 received by female full professors. The differences are somewhat less at the lower ranks, but do not fall below 7.5 percent. The differences are smaller at public than at private institutions, and at liberal arts colleges than at research universities.

Until it is possible to uncover the effects of differences in disciplinary interests and career experience, it is impossible to measure the extent to which women are not being treated equally to men in terms of salary. As a result, Table 14 has been produced to show the proportion of women at different ranks at different kinds of institutions. Over time, it will be possible to determine (1) whether women progress up the ranks as promptly as men, and whether the rate of promotion varies across categories, and (2) whether as women rise throughout the ranks, salary differences change appropriately. We can observe at this time that Category I institutions have the smallest proportion of women faculty members and the largest salary differentials.

Tables 9 and 10 indicate that the proportion of faculty who are tenured remains around 65 percent, neither increasing nor decreasing, but that there has been no reduction in the frequency of non-tenure-track positions. The burden of non-tenure-track positions falls disproportionately on women, regardless of the nature of the institution. The disproportionate "impact" of such positions warrants the continued attention of the profession.

THE COMMITTEE

The committee offers its wholehearted appreciation to the approximately 1900 colleges and universities that so generously responded to the salary survey questionnaire sent out by Maryse Eymonerie Associates, which gathers and processes the data for this report. We recognize that responding to our annual data request entails time and effort on the part of already busy college and university administrators. We hope that they recognize how indebted the entire profession is for this cooperation. While the benefits of providing these data may seem negligible to those who provide them, the aggregate data as they appear in this report are invaluable to the profession as a whole and to individual campuses in their discussions of faculty salaries and compensations.

The committee also thanks Maryse Eymonerie for her perseverance and her dedication to bringing this year's survey to a timely and successful conclusion. Thanks to her outstanding ability to overcome barriers, administrative and otherwise, and willingness to assist administrators, experienced and otherwise, we are once again able to present the results of the Committee Z report in the early spring when it can serve as both a reminder to faculty and a guide for planning.

Finally, I wish to express my appreciation to the members of Committee Z for their willingness to make themselves available to serve, namely, Ronald Ehrenberg (Cornell University), Susan Vroman (Georgetown University), Daniel S. Hamermesh (Michigan State University), and Debra Barbezat (Amherst College); also W. Lee Hansen (University of Wisconsin, Madison), consultant to the committee.

HIRSCHEL KASPER (Economics)
Oberlin College
Chair, Committee Z on the
Economic Status of the Profession

TABLE 1

Percentage Increases in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 1987–88 to 1988–89[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY LEVELS				CONTINUING FACULTY			
CATEGORY I								
Professor	6.0	5.9	6.3	5.5	6.6	6.5	6.8	6.7
Associate	5.8	5.7	6.1	5.3	7.4	7.3	7.6	7.0
Assistant	6.2	6.1	7.1	5.7	8.0	7.9	8.3	7.6
Instructor	5.6	5.5	7.0	6.3	7.9	8.0	8.2	6.7
All Ranks	6.0	5.9	6.4	5.5	7.1	7.0	7.3	7.0
CATEGORY IIA								
Professor	5.3	5.1	6.7	5.6	5.7	5.3	7.4	7.2
Associate	5.6	5.6	5.8	5.5	6.6	6.4	7.3	7.6
Assistant	5.9	5.8	6.1	6.0	7.0	6.6	7.9	8.0
Instructor	4.5	4.2	5.9	5.7	6.9	6.5	8.9	8.2
All Ranks	5.5	5.3	6.2	5.7	6.3	5.9	7.5	7.6
CATEGORY IIB								
Professor	5.6	5.4	5.8	5.7	6.8	6.7	6.9	6.7
Associate	5.7	5.2	6.1	5.7	7.3	6.8	7.7	7.3
Assistant	5.5	4.6	6.3	5.6	7.5	6.8	8.3	7.4
Instructor	5.8	5.8	5.9	5.7	7.6	7.0	8.5	7.7
All Ranks	5.6	5.1	6.0	5.7	7.1	6.8	7.5	7.1
CATEGORY III								
Professor	6.1	6.1	5.7	5.8	7.1	7.1	6.6	6.7
Associate	4.7	4.7	3.7	7.3	7.0	7.0	5.4	8.8
Assistant	5.5	5.4	5.8	7.5	7.5	7.6	6.9	8.4
Instructor	5.9	5.9	6.1	4.1	7.1	7.0	8.3	10.8
All Ranks	5.5	5.5	5.2	7.1	7.2	7.2	6.6	8.1
CATEGORY IV								
No Rank	5.1	5.1	9.7	2.9	6.5	6.5	8.4	3.8
ALL CATEGORIES EXCEPT IV								
Professor	5.8	5.6	6.3	5.6	6.4	6.2	6.9	6.8
Associate	5.7	5.6	6.0	5.6	7.1	7.0	7.5	7.3
Assistant	6.0	5.8	6.6	5.7	7.6	7.4	8.2	7.6
Instructor	5.3	5.1	6.2	5.7	7.4	7.2	8.5	7.7
All Ranks	5.8	5.7	6.3	5.6	6.8	6.6	7.4	7.2

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[1] Sample includes 1,880 and 1,382 institutions, respectively. The All Ranks combined figures include the rank of Lecturer and the category No Rank used by a few institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 2

Percentage of Institutions with Specific Increases in Salary Levels, Percentage of Institutions with Specific Increases in Salary for Continuing Faculty, and Percentage of Faculty Teaching in These Institutions, by Affiliation, 1987–88 to 1988–89[1] (Percentages Cumulated Downward)

Percentage Increases	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY LEVELS				CONTINUING FACULTY			
INSTITUTIONS								
15 percent & over	1.6	1.0	2.8	1.4	1.0	1.1	-	1.9
14 percent & over	2.0	1.5	2.8	1.9	1.5	1.5	0.7	1.3
13 percent & over	2.3	1.7	3.4	2.5	2.2	2.1	1.1	3.2
12 percent & over	3.5	2.6	5.3	3.3	2.5	3.2	3.6	3.6
11 percent & over	5.2	4.2	7.2	5.2	5.0	5.1	6.4	6.5
10 percent & over	7.7	6.5	9.7	8.0	8.9	9.6	11.0	9.1
9 percent & over	11.2	10.1	12.8	11.6	15.4	15.1	20.3	14.2
8 percent & over	17.8	16.1	21.0	17.7	28.2	27.2	34.9	25.9
7 percent & over	28.5	27.6	31.7	27.3	44.0	41.4	52.7	41.7
6 percent & over	41.3	41.0	43.2	39.8	62.7	58.2	73.7	60.5
5 percent & over	59.0	59.3	64.2	53.9	78.9	73.7	88.3	78.6
4 percent & over	72.4	70.9	78.0	69.6	88.4	84.9	94.3	88.3
3 percent & over	82.6	80.8	86.5	81.8	93.6	90.4	96.8	95.5
2 percent & over	88.1	85.8	91.5	88.7	97.0	96.4	97.2	97.7
1 percent & over	92.4	92.0	93.7	91.4	98.4	98.3	97.5	99.0
Below 1 percent	7.6	8.0	6.3	8.6	1.6	1.7	2.5	1.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FACULTY MEMBERS								
15 percent & over	0.6	0.7	0.6	0.5	1.6	2.1	-	1.9
14 percent & over	0.9	0.9	0.6	0.7	2.0	2.4	0.5	2.1
13 percent & over	1.0	1.0	0.8	1.2	2.4	2.8	0.8	2.8
12 percent & over	1.9	1.8	2.5	2.0	3.1	3.5	1.8	3.0
11 percent & over	2.8	2.3	4.2	3.7	4.7	4.9	2.9	5.9
10 percent & over	5.2	4.8	5.2	7.2	8.9	9.7	6.3	8.2
9 percent & over	8.9	8.9	7.1	11.3	14.0	14.5	13.6	11.5
8 percent & over	14.8	14.7	14.7	15.4	27.9	26.4	31.9	30.0
7 percent & over	27.7	27.3	31.1	25.1	45.8	42.7	55.7	48.6
6 percent & over	45.0	44.0	49.3	44.6	65.3	58.4	85.3	74.2
5 percent & over	65.0	62.8	77.7	58.3	80.5	74.7	96.5	89.0
4 percent & over	77.2	75.3	85.9	75.0	89.4	85.9	98.9	94.8
3 percent & over	87.2	86.0	92.0	86.5	93.5	91.1	99.5	98.3
2 percent & over	92.0	91.3	94.5	92.1	98.0	97.4	99.5	99.1
1 percent & over	95.8	95.5	97.8	94.0	99.2	99.0	99.5	99.7
Below 1 percent	4.2	4.5	2.2	6.0	0.8	1.0	0.5	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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[1] Sample includes 1,880 and 1,382 institutions reporting data for both years and providing information for salary increases of continuing faculty, respectively.

TABLE 3

Weighted Average Salary and Compensation, by Category, Affiliation, and Academic Rank, 1988–89[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY				COMPENSATION			
CATEGORY I								
Professor	56,400	54,240	64,290	57,160	68,540	65,630	79,100	69,810
Associate	40,300	39,570	43,680	41,180	49,730	48,640	54,740	51,100
Assistant	34,010	33,400	36,650	33,840	41,880	41,150	45,180	41,140
Instructor	24,290	23,580	28,750	29,310	29,990	29,080	36,040	35,130
Lecturer	26,620	26,270	28,230	25,390	33,050	32,720	34,890	30,710
No Rank	28,270	27,790	31,550	*	35,020	34,330	39,750	*
All Ranks	44,440	43,010	50,760	43,380	54,380	52,490	61,740	53,170
CATEGORY IIA								
Professor	46,700	46,920	47,010	44,070	57,160	57,290	58,100	54,300
Associate	37,110	37,350	37,050	35,570	45,960	46,210	46,160	43,950
Assistant	30,710	30,900	30,400	29,920	37,950	38,300	37,240	36,660
Instructor	23,890	24,030	23,710	23,050	29,620	29,850	29,120	28,480
Lecturer	25,050	24,610	26,350	30,550	31,210	30,780	32,120	37,770
No Rank	28,400	28,600	28,000	29,240	34,210	33,840	34,780	34,580
All Ranks	37,720	38,080	37,220	35,610	46,450	46,860	46,000	43,860
CATEGORY IIB								
Professor	40,410	41,080	44,770	36,190	49,950	49,920	55,980	44,770
Associate	32,570	34,250	34,120	30,120	40,110	41,920	42,330	37,040
Assistant	26,940	28,380	27,910	25,210	32,880	34,930	34,110	30,520
Instructor	22,150	23,020	22,330	21,300	26,720	28,280	26,790	25,330
Lecturer	24,420	24,190	28,260	22,270	30,040	30,060	34,720	24,030
No Rank	30,050	32,190	31,270	24,610	37,320	37,730	39,230	30,650
All Ranks	32,030	32,910	34,580	29,350	39,360	40,250	42,830	35,940
CATEGORY III								
Professor	40,920	41,200	30,150	25,050	50,910	51,280	36,850	29,560
Associate	34,240	34,450	26,560	22,960	42,680	42,970	32,190	27,250
Assistant	29,190	29,510	22,810	21,650	36,910	37,370	27,770	26,120
Instructor	24,270	24,480	19,730	17,810	30,700	30,970	24,790	21,140
Lecturer	21,600	21,600	*	*	27,350	27,350	*	*
All Ranks	33,200	33,500	24,650	21,940	41,570	41,980	30,130	26,170
CATEGORY IV								
No Rank	31,040	31,210	21,990	23,510	37,980	38,200	26,030	28,310
ALL CATEGORIES EXCEPT IV								
Professor	50,420	50,070	55,900	41,900	61,570	60,890	69,040	51,620
Associate	37,530	37,890	38,800	33,560	46,380	46,740	48,410	41,410
Assistant	31,160	31,680	31,930	27,590	38,430	39,220	39,190	33,540
Instructor	23,660	23,890	24,050	22,060	29,240	29,710	29,450	26,500
Lecturer	25,770	25,360	27,850	25,010	32,020	31,640	34,300	30,270
No Rank	28,920	28,420	30,350	25,250	35,550	34,430	37,990	31,190
All Ranks	39,410	39,640	42,410	33,180	48,420	48,630	52,440	40,690

*Sample too small to be meaningful.

[1] Sample includes 1,899 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 4

Weighted Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 1988–89[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	MEN				WOMEN			
CATEGORY I								
Professor	56,890	54,690	64,970	57,670	50,970	49,250	56,930	52,480
Associate	40,850	40,120	44,340	41,790	38,320	37,550	41,520	39,290
Assistant	35,160	34,520	37,800	34,900	31,740	31,220	34,070	32,050
Instructor	25,600	24,710	29,620	32,020	23,190	22,710	27,450	26,840
Lecturer	28,750	28,360	30,250	27,870	24,530	24,230	25,980	26,840
CATEGORY IIA								
Professor	46,970	47,140	47,430	44,560	45,110	45,610	44,590	40,980
Associate	37,570	37,730	37,800	36,150	35,780	36,240	34,890	33,920
Assistant	31,480	31,610	31,280	30,840	29,540	29,800	29,030	28,440
Instructor	24,760	24,970	24,360	23,630	23,180	23,270	23,100	22,610
Lecturer	26,730	26,520	26,430	32,100	23,510	22,920	26,260	29,050
CATEGORY IIB								
Professor	40,780	41,310	45,190	36,600	38,410	39,810	42,490	34,040
Associate	33,080	34,640	34,710	30,640	31,280	33,200	32,710	28,820
Assistant	27,490	28,940	28,340	25,760	26,200	27,540	27,350	24,520
Instructor	22,820	23,900	22,580	21,870	21,590	22,150	22,120	20,870
Lecturer	25,050	25,010	28,150	21,810	23,850	23,320	28,330	18,980
CATEGORY III								
Professor	41,500	41,770	30,840	25,300	39,430	39,750	28,820	24,420
Associate	35,020	35,220	27,480	23,950	32,980	33,210	25,280	21,820
Assistant	29,980	30,250	23,700	22,440	28,270	28,630	22,110	20,810
Instructor	24,890	25,030	21,770	*	23,730	23,980	18,710	17,650
Lecturer	24,450	24,450	–	–	19,380	19,380	–	–
CATEGORY IV								
No Rank	31,040	31,210	21,990	23,510	30,680	30,850	21,970	23,470
ALL CATEGORIES–EXCEPT IV								
Professor	51,150	50,710	56,850	42,560	45,190	45,430	48,620	37,950
Associate	38,200	38,520	39,630	34,230	35,550	36,030	36,450	31,780
Assistant	32,230	32,680	33,150	28,490	29,440	30,020	29,880	26,340
Instructor	24,550	24,780	24,970	22,800	22,910	23,140	23,170	21,510
Lecturer	27,690	27,360	29,260	27,080	23,960	23,480	26,380	23,430

*Sample too small to be meaningful.

[1] Sample includes 1,887 institutions providing data by gender. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 5

Weighted Average Salary, by Region, Category, and Academic Rank, 1988–89[1]

	WEST		NORTH CENTRAL		NORTHEAST		SOUTH		
Academic Rank	Pacific	Mountain	West N. Central	East N. Central	Middle Atlantic	New England	West S. Central	East S. Central	South Atlantic
CATEGORY I									
Professor	61,540	47,760	50,090	55,320	62,490	63,520	53,120	49,560	56,500
Associate	41,490	36,430	37,240	40,610	44,150	43,220	38,310	36,910	40,780
Assistant	35,700	31,480	32,020	34,050	35,990	36,280	32,560	31,660	34,270
Instructor	25,240	25,050	22,750	23,140	25,270	29,750	22,340	23,280	25,420
Lecturer	29,350	25,830	21,100	25,870	28,480	30,840	23,910	23,490	26,340
All Ranks	49,820	39,410	40,870	43,920	48,200	49,980	41,150	39,340	43,920
CATEGORY IIA									
Professor	51,140	42,090	42,040	43,220	49,320	51,500	40,720	40,460	46,320
Associate	39,290	34,960	34,320	35,800	39,560	40,220	33,840	33,560	37,390
Assistant	31,990	29,450	28,860	30,130	32,180	32,850	28,950	28,510	31,520
Instructor	27,020	22,960	23,170	23,560	25,300	24,550	22,760	22,840	23,870
Lecturer	28,990	25,630	20,720	23,540	27,450	32,940	20,960	20,170	26,550
All Ranks	44,080	34,460	33,710	35,660	39,540	41,340	32,690	32,960	36,910
CATEGORY IIB									
Professor	44,110	38,590	37,280	38,560	45,070	47,970	36,630	35,410	39,210
Associate	33,720	31,450	30,380	31,680	35,400	35,950	31,150	29,120	32,180
Assistant	27,490	26,510	25,500	26,400	28,680	29,330	26,970	24,940	26,650
Instructor	24,350	21,570	21,710	22,630	23,780	24,660	22,390	20,520	22,550
Lecturer	23,590	22,100	22,570	22,920	27,840	31,090	21,090	19,440	23,970
All Ranks	34,850	31,900	29,590	31,390	34,900	36,550	30,080	28,620	31,410
CATEGORY III									
Professor	41,780	30,810	38,050	39,240	43,860	40,670	38,290	32,650	40,680
Associate	41,060	27,820	32,990	33,880	36,700	33,990	32,850	27,430	34,060
Assistant	32,410	25,370	26,680	28,240	30,920	29,700	28,630	24,100	28,990
Instructor	31,270	23,360	22,870	23,540	24,670	26,600	25,720	21,240	24,230
Lecturer	24,740	27,420	–	21,890	22,670	22,650	22,790	–	18,730
All Ranks	39,080	26,490	32,230	32,090	35,380	34,610	31,540	26,140	33,060
CATEGORY IV									
No Rank	34,660	29,770	29,590	34,650	39,030	26,180	28,020	29,860	27,680
ALL CATEGORIES EXCEPT IV									
Professor	54,930	45,550	44,710	49,430	53,640	55,940	47,520	43,720	49,890
Associate	39,860	35,350	34,450	37,450	39,720	40,230	35,820	33,660	37,620
Assistant	33,240	30,300	28,810	31,250	32,240	33,050	30,430	28,740	31,230
Instructor	26,350	23,560	22,560	23,200	24,740	26,690	23,040	22,200	24,030
Lecturer	28,810	25,660	21,050	24,740	27,680	30,940	23,240	21,840	25,150
All Ranks	45,750	37,060	35,330	39,080	41,020	43,520	36,700	34,330	38,590

[1] Sample includes 1,899 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

Pacific: Alaska, Calif., Hawaii, Oreg., & Wash.; *Mountain:* Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah & Wyo.; *West North Central:* Iowa, Kans., Minn., Mo., Nebr., N. Dak., & S. Dak.; *East North Central:* Ill., Ind., Mich., Ohio, & Wis.; *Middle Atlantic:* N.J., N.Y., & Penn.; *New England:* Conn., Maine, Mass., N.H., R.I., & Vt.; *West South Central:* Ark., La., Okla., & Tex.; *East South Central:* Ala., Ky., Miss., & Tenn.; *South Atlantic:* Del., D.C., Fla., Ga., Md., N.C., S.C., Va., & W. Va.

TABLE 6

Percentiles of the Distributions of Institutions by Average Salary and Average Compensation, 1988–89 (Rounded to Nearest $100)

Rating[1]	1*	1	2	3	4	1*	1	2	3	4
Percentile	95	80	60	40	20	95	80	60	40	20
	SALARY					COMPENSATION				
CATEGORY I										
Professor	68,3	61,7	56,4	52,2	46,8	84,3	76,4	69,1	63,3	56,4
Associate	47,6	43,9	41,2	39,0	36,1	59,5	54,6	51,4	48,1	43,5
Assistant	39,0	36,4	34,5	32,8	30,8	49,4	45,1	42,9	40,4	37,5
Instructor	34,1	28,8	26,5	24,6	22,1	41,8	36,3	33,0	30,4	27,2
CATEGORY IIA										
Professor	55,9	50,2	45,4	41,2	37,3	69,6	62,1	55,6	50,7	45,5
Associate	41,6	40,1	37,0	33,7	31,1	53,8	50,3	45,7	42,0	37,7
Assistant	36,1	33,2	30,9	29,2	26,7	44,9	41,5	38,5	35,8	32,2
Instructor	29,8	27,3	24,9	23,3	21,2	37,2	34,5	31,2	28,3	25,7
CATEGORY IIB										
Professor	51,0	43,4	38,4	34,3	30,3	64,5	53,8	47,3	41,6	36,3
Associate	39,4	35,3	32,0	29,1	26,0	50,1	43,9	39,2	35,1	31,3
Assistant	31,7	28,9	27,0	24,8	22,4	40,3	35,5	32,8	30,0	27,0
Instructor	28,3	24,8	22,6	21,0	19,3	34,4	30,1	27,3	25,3	22,4
CATEGORY III										
Professor	46,3	43,6	40,2	36,9	32,4	59,1	54,5	50,1	46,1	40,1
Associate	39,8	36,6	34,3	31,6	28,0	50,0	46,0	42,7	39,0	34,6
Assistant	34,7	30,8	29.1	26,9	24,8	44,1	38,8	36,5	33,9	30,5
Instructor	28,6	26,9	24,8	23,1	20,9	37,5	33,7	31,4	29,4	26,0
CATEGORY IV										
No Rank	39,1	33,8	30,1	26,9	24,2	48,9	42,4	36,3	33,2	29,2

Interpretation of the ratings: 1*=95th percentile; 1=80th percentile; 2=60th percentile, etc. Average Salary and/or Average Compensation lower than the 20th percentile will be rated 5. An average salary of $58,000 for the rank of Professor in Category I institutions would be rated 2 because it falls between the 60th and 80th percentiles or is higher than 56,4 but less than 61,7, which is the average salary needed for a rating of 1 or the salary level of the 80th percentile. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 7

Average Fringe Benefits in Dollars and as a Percentage of Average Salary, by Affiliation and Itemized Benefits, 1988–89 (All Ranks Combined)

Itemized Benefits	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
		IN DOLLARS				AS A PERCENTAGE		
Retirement	3876	4126	3850	2374	9.8	10.4	9.1	7.2
Medical Insurance	1777	1849	1738	1393	4.5	4.7	4.1	4.2
Disability	82	70	113	102	0.2	0.2	0.3	0.3
Tuition	294	60	929	734	0.8	0.2	2.2	2.2
Dental Insurance	97	109	74	59	0.3	0.3	0.2	0.2
Social Security (FICA)	2377	2306	2705	2297	6.0	5.8	6.4	6.9
Unemployment Comp.	86	73	122	113	0.2	0.2	0.3	0.3
Group Life	120	108	162	124	0.3	0.3	0.4	0.4
Worker's Comp.	184	183	200	164	0.5	0.5	0.5	0.5
Benefits in Kind	121	108	151	157	0.3	0.3	0.4	0.5
All Combined	9014	8992	10044	7616	22.9	22.7	23.7	22.7

Notes: For the purpose of this survey, the Social Security tax has been calculated at 7.51 percent of the first $45,000 of salary; retirement contribution by the institution (or state) is included regardless of the plan's vesting provision; tuition includes both waivers and remissions; dental insurance might be somewhat underestimated because a number of institutions report the cost of the insurance under "medical insurance." Similarly, the medical insurance payments might be somewhat overestimated because dental is sometimes included in the amount reported. For the majority, benefits in kind include moving expenses, housing, and other benefits with cash options. In the case of the public four-year institutions in Texas, it also includes the portion of the employee's contribution to Social Security that is paid by the state. For additional information on the reporting of fringe benefits, see Explanation of Statistical Data preceding Appendix I. Averages for All Combined may not add up because of rounding. Sample includes Categories I through III institutions.

TABLE 8

Average Fringe Benefits in Dollars and as a Percentage of Average Salary, by Category and Itemized Benefits, 1988–89 (All Ranks Combined)

Itemized Benefits	Categories:									
	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
			IN DOLLARS					AS A PERCENTAGE		
Retirement	4500	3707	2562	3782	2816	10.1	9.8	8.0	11.4	9.0
Medical Insurance	1845	1818	1420	1988	1841	4.1	4.8	4.4	6.0	5.9
Disability	93	70	83	60	111	0.2	0.3	0.3	0.2	0.4
Tuition	320	204	501	61	60	0.7	0.5	1.6	0.2	0.2
Dental Insurance	102	114	55	90	97	0.2	0.3	0.2	0.3	0.3
Social Security (FICA)	2511	2356	2244	1993	1685	5.7	6.2	7.0	6.0	5.4
Unemployment Comp.	85	88	92	70	73	0.2	0.2	0.3	0.2	0.2
Group Life	130	106	124	105	98	0.3	0.3	0.4	0.3	0.3
Worker's Comp.	215	169	143	157	147	0.5	0.5	0.5	0.5	0.5
Benefits in Kind	147	93	129	65	57	0.3	0.3	0.4	0.2	0.2
All Combined	9948	8724	7354	8371	6985	22.4	23.1	23.0	25.2	22.3

See notes to Table 7.

TABLE 9

Percentage of Faculty Members with Tenure Status, by Category, Affiliation, Academic Rank, and Gender, 1988–89[1]

Academic Rank	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related
	ALL COMBINED				MEN				WOMEN			
CATEGORY I												
Professor	97	97	97	96	96	96	96	96	96	96	96	98
Associate	87	88	77	90	87	88	78	90	86	88	75	90
Assistant	10	11	5	21	9	9	5	17	13	14	7	27
Instructor	4	4	2	12	4	4	2	15	4	4	1	9
Lecturer	1	1	3	–	2	2	2	–	1	*	3	–
All Ranks	67	67	65	68	73	73	70	73	46	46	44	53
CATEGORY IIA												
Professor	95	96	90	92	95	96	90	92	95	97	88	92
Associate	78	79	73	75	78	79	73	76	77	78	72	71
Assistant	24	25	17	22	24	25	17	23	24	26	17	21
Instructor	7	8	3	4	9	10	4	6	6	7	3	3
Lecturer	*	*	1	4	1	*	1	6	*	*	–	3
All Ranks	63	65	56	59	69	71	62	65	48	49	43	43
CATEGORY IIB												
Professor	97	96	96	98	97	95	96	99	96	96	95	96
Associate	81	81	83	79	81	80	83	79	82	83	83	79
Assistant	21	32	12	18	20	31	12	18	21	34	12	19
Instructor	3	6	2	2	4	7	2	2	3	4	2	2
Lecturer	1	1	1	1	1	1	–	3	1	1	1	–
All Ranks	59	61	60	58	66	66	67	65	45	48	44	42
CATEGORY III												
Professor	95	94	98	*	95	95	100	*	92	92	93	*
Associate	90	91	75	*	88	88	84	*	95	95	96	*
Assistant	57	58	13	*	54	55	8	*	60	61	16	*
Instructor	11	12	3	*	13	13	7	*	11	11	–	*
Lecturer	7	7	–	*	6	6	–	*	9	9	–	*
All Ranks	71	72	51	*	74	74	54	*	67	68	47	*
CATEGORY IV												
No Rank	70	71	24	55	75	75	23	67	63	64	26	38
ALL CATEGORIES EXCEPT IV												
Professor	96	97	95	96	96	97	96	96	95	96	94	95
Associate	83	85	78	80	83	85	78	80	83	85	77	79
Assistant	20	22	11	20	18	20	10	19	23	26	12	20
Instructor	6	7	3	3	7	8	3	4	6	7	2	3
Lecturer	1	1	2	1	2	2	2	2	1	1	2	1
All Ranks	65	67	61	60	71	72	67	66	49	51	44	44

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[1] Sample includes 1,449 institutions reporting tenure information. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

*Sample too small to be meaningful.

TABLE 10

Percentage of Full-time Faculty on Tenure-Track Appointments, by Category, Affiliation, Academic Rank, and Gender, 1988–89[1]

Academic Rank	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related
	ALL COMBINED				MEN				WOMEN			
CATEGORY I												
Professor	99	99	98	99	99	99	98	99	98	99	98	100
Associate	97	98	95	99	97	98	96	99	97	97	94	97
Assistant	88	88	87	86	89	89	88	86	87	87	84	86
Instructor	23	20	35	35	24	22	34	36	21	19	36	29
Lecturer	8	10	4	–	1	10	4	–	7	9	4	–
All Ranks	90	90	90	84	93	93	93	89	79	79	81	69
CATEGORY IIA												
Professor	99	99	99	100	99	99	99	99	99	99	98	100
Associate	98	98	98	98	98	97	99	98	98	99	97	98
Assistant	87	87	88	91	88	87	90	94	87	88	86	88
Instructor	37	36	49	42	40	38	55	40	35	33	44	44
Lecturer	9	10	3	*	11	12	5	*	8	9	1	*
All Ranks	90	89	91	93	92	92	94	96	82	82	84	86
CATEGORY IIB												
Professor	99	99	98	100	99	99	98	99	100	99	98	100
Associate	97	97	97	97	97	97	97	97	97	98	96	96
Assistant	83	89	78	82	84	89	79	83	82	89	76	81
Instructor	45	38	45	47	47	40	50	53	44	37	42	43
Lecturer	10	12	8	3	10	12	7	5	10	13	9	3
All Ranks	88	87	88	89	91	90	91	92	81	81	80	83
CATEGORY III												
Professor	100	100	100	100	100	100	100	*	100	100	100	*
Associate	98	91	100	100	99	99	100	*	98	98	100	*
Assistant	95	95	80	100	96	96	92	*	94	94	71	*
Instructor	81	81	66	100	85	85	80	*	77	78	53	*
Lecturer	29	29	–	–	39	39	–	*	22	22	–	*
All Ranks	95	95	89	100	97	97	96	*	93	93	80	*
CATEGORY IV												
No Rank	97	98	27	83	97	98	23	87	97	98	39	75
ALL CATEGORIES EXCEPT IV												
Professor	99	99	98	100	99	99	98	99	99	99	98	100
Associate	97	98	97	97	97	98	97	98	98	98	96	97
Assistant	87	89	84	84	88	89	86	85	86	88	82	82
Instructor	40	38	44	46	42	41	48	50	37	36	41	43
Lecturer	10	10	4	3	10	11	5	5	8	10	4	2
All Ranks	90	90	90	89	93	93	92	92	82	82	82	82

[1] Sample includes 1,267 institutions reporting both tenure track and tenure status information. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

*Sample too small to be meaningful.

TABLE 11

Percentage Distribution of Faculty Members Within Ranks, by Category and Affiliation, 1988–89[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related
CATEGORY I				
Professor	41.2	40.5	46.4	32.1
Associate	28.2	28.8	24.5	33.6
Assistant	23.7	23.5	23.6	28.4
Instructor	3.6	4.0	2.1	2.4
Lecturer	2.6	2.5	2.9	3.6
No Rank	0.7	0.8	0.5	–
Total	100.0	100.0	100.0	100.0
CATEGORY IIA				
Professor	35.9	37.4	31.8	30.5
Associate	28.7	27.9	30.8	32.1
Assistant	26.1	25.3	28.0	30.0
Instructor	6.4	6.5	5.7	6.3
Lecturer	2.0	2.2	1.6	0.8
No Rank	0.9	0.7	2.2	0.3
Total	100.0	100.0	100.0	100.0
CATEGORY IIB				
Professor	28.8	27.2	30.8	28.4
Associate	28.2	28.9	27.3	28.5
Assistant	31.5	30.6	30.8	32.8
Instructor	8.5	10.3	6.4	8.9
Lecturer	1.1	2.2	0.8	0.5
No Rank	1.8	0.8	3.9	0.9
Total	100.0	100.0	100.0	100.0
CATEGORY III				
Professor	27.9	28.1	19.0	23.9
Associate	30.0	30.2	25.9	17.0
Assistant	27.0	26.6	38.2	39.8
Instructor	24.2	14.1	17.0	19.3
Lecturer	0.9	0.9	–	–
Total	100.0	100.0	100.0	100.0
ALL CATEGORIES COMBINED				
Professor	36.5	37.2	37.9	29.5
Associate	28.5	28.6	26.9	30.2
Assistant	26.0	24.9	26.9	31.4
Instructor	6.1	6.4	4.4	7.2
Lecturer	2.0	2.2	1.0	1.1
No Rank	0.9	0.7	1.9	0.6
Total	100.0	100.0	100.0	100.0

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[1] Sample includes 1,552 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I. Percentages may not add up to 100 because of rounding.

TABLE 12

Number of Institutions Surveyed and Number of Institutions Included in this Report, by Category and Affiliation, 1988–1989[1]

	Number Surveyed				Number in Tabulations				
Category	All Combined	Public	Private Independent	Church-Related	All Combined		Public	Private Independent	Church-Related
I	194	131	49	14	183	(94.3)	128	42	13
IIA	483	261	130	92	414	(85.7)	230	114	70
IIB	892	144	302	446	644	(72.2)	121	202	321
III	423	325	68	30	311	(73.5)	279	22	10
IV	554	506	27	21	347	(62.6)	326	12	9
Total	2,546	1,367	576	603	1,899	(74.6)	1,084	392	423

[1] The number of institutions surveyed excludes those which do not utilize full-time faculty or whose faculty donate their time, institutions with less than five full-time faculty, and institutions which offer only terminal-occupational programs. The number of institutions included in the tabulations does not include late reports which are, nonetheless, listed in the Appendixes of this report.

TABLE 13

Number and Percentage of Full-time Faculty, Average Salary, Average Compensation, Average Fringe Benefits, and Percentage of Tenured Faculty, by Category and Academic Rank, 1988–89

Category and/or Academic Rank	Number of Faculty	Percentage of Faculty	Average Salary	Average Comp.	Average Benefit	Benefit as % Salary	Percentage Tenured
I	134,178	41.9	44,440	54,380	9,940	22.4	67.
IIA	92,349	28.8	37,720	46,450	8,730	23.1	63.
IIB	50,210	15.6	32,030	39,360	7,330	22.9	59.
III	23,902	7.4	33,200	41,570	8,370	25.2	71.
IV	20,385	6.3	31,040	37,980	6,940	22.4	70.
All Combined	321,024	100.0	38,880	47,560	8,680	22.3	65.
Institutions with Academic Ranks (Categories I through III):							
Professor	109,601	36.5	50,420	61,570	11,150	22.1	96.
Associate Professor	85,695	28.5	37,530	46,380	8,850	23.6	83.
Assistant Professor	78,208	26.0	31,160	38,430	7,270	23.3	20.
Instructor	18,349	6.1	23,660	29,240	5,580	23.6	6.
Lecturer	6,095	2.0	25,770	32,020	6,250	24.3	1.
Other	2,691	0.9	28,920	35,550	6,630	22.9	19.
All Combined	300,639	100.0	39,410	48,420	9,010	22.9	65.
Four-Year Institutions (Categories I through IIB):							
Professor	102,944	37.2	51,030	62,260	11,230	22.0	96.
Associate Professor	78,521	28.4	37,830	46,720	8,890	23.5	83.
Assistant Professor	71,752	25.9	31,340	38,570	7,230	23.1	20.
Instructor	14,951	5.4	23,520	28,910	5,390	22.9	6.
Lecturer	5,878	2.1	25,930	32,200	6,270	24.2	1.
Other	2,691	1.0	28,920	35,550	6,630	22.9	19.
All Combined	276,737	100.0	39,950	49,010	9,060	22.7	65.
Two-Year Colleges (Categories III and IV):							
All Combined	44,287	–	32,210	39,920	7,710	23.9	71.

TABLE 14

Percentage Distribution of Full-time Faculty Members, by Category, Affiliation, Academic Rank, and Gender, 1988–89[1]

Academic Rank	All Combined		Public		Private Independent		Church-Related	
	Women	Men	Women	Men	Women	Men	Women	Men
CATEGORY I								
Professor	1.5	16.9	1.1	12.9	0.3	3.5	0.1	0.5
Associate	2.7	9.8	2.1	7.8	0.5	1.5	0.2	0.5
Assistant	3.6	7.0	2.8	5.4	0.6	1.3	0.2	0.3
Instructor	0.9	0.7	0.8	0.6	0.1	0.1	*	*
Lecturer	0.6	0.6	0.4	0.4	0.1	0.1	*	*
No Rank	0.1	0.2	0.1	0.2	*	*	–	–
All Combined	9.4	35.2	7.4	27.3	1.6	6.6	0.5	1.4
CATEGORY IIA								
Professor	1.6	9.5	1.2	7.5	0.2	1.2	0.1	0.8
Associate	2.3	6.6	1.7	4.8	0.4	1.0	0.2	0.7
Assistant	3.2	4.9	2.3	3.6	0.5	0.8	0.3	0.5
Instructor	1.1	0.9	0.8	0.7	0.1	0.1	0.1	0.1
Lecturer	0.3	0.3	0.3	0.2	*	*	*	*
No Rank	0.1	0.2	0.1	0.1	*	0.1	*	*
All Combined	8.5	22.2	6.4	16.9	1.3	3.3	0.8	2.1
CATEGORY IIB								
Professor	0.8	4.1	0.2	1.1	0.2	1.4	0.3	1.6
Associate	1.3	3.4	0.4	1.0	0.4	1.0	0.5	1.3
Assistant	2.2	3.0	0.6	0.9	0.7	0.9	1.0	1.2
Instructor	0.8	0.6	0.3	0.2	0.2	0.2	0.3	0.2
Lecturer	0.1	0.1	0.1	0.1	*	*	*	*
No Rank	0.1	0.2	*	*	0.1	0.1	*	*
All Combined	5.3	11.4	1.5	3.4	1.6	3.6	2.2	4.4
CATEGORY III								
Professor	0.6	1.6	0.6	1.6	*	*	*	*
Associate	0.9	1.5	0.9	1.4	*	*	*	*
Assistant	1.0	1.2	0.9	1.1	*	*	*	*
Instructor	0.6	0.5	0.6	0.5	*	*	*	*
Lecturer	*	*	*	*	–	–	–	–
All Combined	3.2	4.8	3.0	4.7	0.1	0.1	*	*
ALL CATEGORIES COMBINED								
Professor	4.5	32.0	3.2	23.0	0.8	6.1	0.5	2.9
Associate	7.3	21.2	5.1	15.1	1.3	3.6	0.9	2.5
Assistant	9.9	16.1	6.6	10.9	1.8	3.1	1.5	2.1
Instructor	3.3	2.8	2.4	2.0	0.4	0.4	0.5	0.4
Lecturer	1.0	1.0	0.8	0.8	0.2	0.2	0.1	0.1
No Rank	0.3	0.5	0.2	0.3	0.1	0.2	*	*
All Combined	26.4	73.6	18.3	52.2	4.6	13.5	3.5	7.9

*Figure is less than one-tenth of one percent.

[1] Sample includes 1,552 category I, IIA, IIB and III institutions providing data by gender. Total number of faculty members is 300,639 of whom 79,297 (or 26.4 percent) are women. For category IV (two-year colleges without academic ranks) institutions, 37.7 percent of all full-time faculty members are women. Total (All Combined) may not add up because of rounding.

See list of supplementary tables available upon request, page 73.

EXPLANATION OF STATISTICAL DATA

Instructional Faculty. The instructional staff faculty is defined as those members of the instructional/research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (1) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions, (2) instructional faculty in preclinical and clinical medicine, (3) instructional faculty who are employed on a part-time basis, (4) administrative officers with titles such as dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction and may have faculty status, (5) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, etc., (6) faculty on leave without pay, and (7) replacement of faculty on sabbatical leave.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other form of remuneration. Where faculty members are given duties for eleven or twelve months, salary is converted to a standard academic-year basis by applying a factor of 9/11 or 81.8 percent or by the official factor used in a publicly announced formula which is reflected in a footnote in the Appendix Tables of this report.

Major Fringe Benefits. In general, the major fringe benefits include those where the institution (or state) makes a definite payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits include the institution's (or state's) contribution for: (1) Social Security (for consistency, the previously announced rate of 7.51 percent of the first $45,000 of salary or that effective January 1988 has been used in calculating these payments), (2) retirement contributions (the employer's contributions are included regardless of the plan's vesting provision), (3) medical insurance, (4) dental insurance, (5) life insurance, (6) disability income protection, (7) unemployment compensation, (8) worker's compensation, (9) tuition for faculty children (both waivers and remissions are included), (10) other benefits in kind with cash alternatives (for the majority, these include benefits such as moving expenses, housing, cafeteria plans or cash options to certain benefits, bonuses, etc.). In the cases of public Texas four-year institutions, it also includes the portion of the employee's contribution to Social Security which is paid by the state or 5.85 percent of the first $16,500 of salary. Since the objective of the study is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Compensation. Compensation represents salary plus the institution's (or state's) contribution to major fringe benefits.

Rating of Average Salary and Average Compensation. The rating is based on the actual distribution of average salaries and/or average compensations for comparable institutions. For definition of comparable institutions, see definition of categories and the explanation of ratings in Column (2) (below).

Definition of Categories. The definition of categories given here is that instituted by the Center for Education Statistics and adopted by AAUP for its 1983–84 survey. The center subsequently abandoned this type of classification for a broader system. The roman numerals are used for the purpose of this report with the CES former identification given in parentheses. It should be noted that data on earned degrees were obtained from CES. Because these data have not been available in a timely manner, we ask institutions to assign their own category based on the most recent information available.

Category I (Doctoral-Level Institutions). These are institutions characterized by a significant level and breadth of activity in and commitment to doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Included in this category are those institutions which grant a minimum of thirty doctoral-level degrees annually. These degrees must be granted in three or more unrelated disciplines.

Category IIA (Comprehensive Institutions). These institutions are characterized by diverse post-baccalaureate programs (including first professional), but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which the number of doctoral-level degrees granted is fewer than thirty or in which fewer than three unrelated disciplines are offered. In addition, these institutions must grant a minimum of thirty post-baccalaureate degrees and either grant degrees in three or more post-baccalaureate programs or, alternatively, have an interdisciplinary program at the post-baccalaureate level.

Category IIB (General Baccalaureate). These institutions are characterized by their primary emphasis on general undergraduate baccalaureate-level education. These institutions are not significantly engaged in post-baccalaureate education. Included in this category are institutions which are not considered as specialized and in which the number of post-baccalaureate degrees granted is fewer than thirty or in which fewer than three post-baccalaureate-level programs are offered and which either (a) grant baccalaureate degrees in three or more program areas, or (b) offer a baccalaureate program in interdisciplinary studies.

Category III (Two-year Institutions with Academic Ranks). These institutions confer at least 75 percent of their degrees and awards for work below the bachelor's degree.

Category IV. (Institutions without Academic Ranks). The majority of these institutions are two-year colleges (see definition of Category III) but do not utilize academic ranks. This category also includes *a few* general baccalaureate institutions which do not use academic ranks. These institutions are listed in Appendix II of this report.

Definition of data presented in Appendixes I and II:

Col. (1) Institution's category—The definition of categories is given above.

Col. (2) Ratings of Average Salary—Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1* = 95th percentile or above, 1 = 80th percentile to 94.9 percent, etc.). An average salary lower than the 20th percentile is rated 5. The ratings have been assigned using the actual average salary which is then rounded to the nearest hundred for publication in Col. (3).

Col. (3) Average Salary by Rank and for All Ranks Combined—This figure represents the average contracted salary (adjusted to a standard academic-year basis, when necessary) excluding summer teaching, extra load, etc., which has been rounded to the nearest hundred dollars; an entry of 43.3 would stand for an average salary between $43,250 and $43,349. The All Ranks (AR) figure includes the rank of lecturer and the category No Rank which are not displayed here.

Col. (4) Rating of Average Compensation—Same definition as that given for Col. (2) above, but for compensation which is salary plus fringe benefits.

Col. (5) Average Compensation by Rank and for All Ranks Combined—This figure represents the average salary plus average fringe benefits and, as for average salary, the figure has been rounded to the nearest hundred dollars.

Col. (6) Benefits as a Percentage of Average Salary—This percentage, which has been rounded to the nearest unit, represents the overall percentage of fringe benefits as a percentage of average salary for all ranks combined. Major fringe benefits are the institution's (or state's) contribution excluding employee's contribution.

Col. (7) Percentage of Tenured Faculty—This figure represents the percentage of tenured faculty in a given rank.

Col. (8) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary shown here is that for continuing faculty or faculty members remaining on staff in 1988-89. This figure represents an increase in salary for *individuals* as opposed to a percentage *change in salary levels* for a given rank from 1987-88 to 1988-89. For the purpose of reporting this information, the institution is asked to provide data by rank but to report, in the case of promotion, the individual in the rank held in 1987-88. Therefore, the increase shown is that of individuals in the rank held during the 1987-88 academic year. This figure reflects across-the-board, merit increase, promotion and/or other salary increments.

Col. (9) Number of Faculty Members by Rank and by Gender—This number represents the total number of full-time faculty in a given rank.

Col. (10) Average Salary by Rank and by Gender—These figures, like those in Col. (3), have been rounded to the nearest hundred dollars. The average is not shown and is replaced by dashes when the number of individuals in a given rank and/or gender is five or fewer.

Cautionary Notes

With the exception of the number of faculty members shown in Col. (9), other data are not given in any given rank and/or gender when the number of individuals is five or fewer. This policy was adopted to protect the confidentiality of individual salaries and because an average with so few individuals could be misleading when used for comparison purposes. In such cases, dashes appear in the affected columns.

Average Salary and Average Compensation are likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small institutions may also be influenced by the fact that in a given year a relatively large number of their higher paid faculty may be on leave without pay or may have retired. In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, which can exercise a double-edged effect upon the average reported in both the higher and lower ranks. The differences between men's and women's salary levels may sometimes be attributed to the relatively large proportion of men in a given rank (see Table 14) and other factors affecting salary levels. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only warn the reader to keep these points in mind when using these data.

Institutional footnote numbers are given in the Appendix Tables between the name of the institution and its category. The footnotes for both Appendix I (institutions with academic ranks) and Appendix II (institutions without ranks) are listed at the end of Appendix II.

The following symbols shown under "notes" in the Appendix Tables stand for: PNA = Publication Not Authorized and LFO = Data are for Lay Faculty Only.

The data presented in this report are based on information provided by institutions responding to the annual survey conducted by Maryse Eymonerie Associates for the purpose of the AAUP Annual Report on the Economic Status of the Profession. We continue to be very grateful to those individuals who prepare the institutional responses and complete our questionnaire (Form MEA22). We deeply appreciate the assistance and cooperation given us over the years in connection with this important program.

If you have any questions concerning the statistical data presented in this report or feel that we can be of assistance, please do not hesitate to contact me.

MARYSE EYMONERIE
Special Consultant to AAUP

While questions concerning the data in this report or orders for supplementary tables should be directed to Maryse Eymonerie, P.O. Box 7893, Hilton Head, S.C. 29938, tel. (803) 785-5346, copies of the Annual Report itself should be ordered directly from the AAUP offices, Suite 500, 1012 14th Street, N.W., Washington, D.C. 20005, tel. (202) 737-5900. (Price $27.00 per copy—Prepaid order only.)

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
ALABAMA																				
Alabama Agri.&Mech. Univ.		IIA	5	4	4	5	35.6	31.4	27.1	20.3	29.7	5	4	4	5	44.2	39.1	33.9	25.2	36.9
Alabama State University		IIB	3	2	2	3	36.9	33.0	28.3	22.0	29.5	3	2	2	3	43.7	39.3	34.0	26.7	35.4
Athens State College		IIB	2	1	2		40.9	36.0	27.6	----	35.5	2	2	3		47.6	42.1	32.5	----	41.5
Auburn University- Main		I	4	4	4	4	49.7	38.8	32.7	22.4	38.7	4	4	4	5	59.1	46.7	39.3	26.6	46.3
Auburn University-Montgomery	20	IIA	3	3	3	3	44.5	36.0	29.8	23.7	33.9	3	3	3	4	53.3	43.3	35.8	28.0	40.6
Birmingham Southern College	1	IIB	2	3	2		41.4	30.7	27.0	----	32.8	1	3	2		55.2	37.6	33.7	----	41.9
Huntingdon College		IIB	5	4	4		30.1	27.6	24.5	----	26.1	4	4	4		37.0	34.0	28.5	----	31.1
Jacksonville State Univ.		IIA	4	3	2	1	39.9	36.7	31.0	27.3	34.5	3	2	2	1	50.9	46.8	39.6	34.7	43.9
Judson College		IIB	5		5		28.4	----	22.2	----	23.8	5		5		33.2	----	25.3	----	27.4
Livingston University	3	IIB	4	4	4	4	31.9	26.7	23.2	20.3	26.3	4	4	4	4	38.5	32.5	28.3	24.7	32.0
Oakwood College		IIB	5	5	4	3	24.0	23.4	22.8	21.4	22.8	5	5	5	4	25.8	25.2	24.5	23.0	24.5
Spring Hill College		IIB	3	2	3		36.8	32.7	26.3	----	31.6	3	2	3		45.9	41.5	31.5	----	39.1
Troy State University-Main	139	IIA	4	4	4	3	38.8	31.2	27.4	23.9	29.4	4	5	4	3	46.5	37.6	32.9	28.9	35.4
Troy State Univ. at Dothan		IIA	4	4	2		37.5	31.1	32.5	----	32.1	5	4	2		45.3	37.9	39.5	----	39.1
Troy State Univ.-Montgomery		IIA	5	4	5		32.6	33.1	26.5	----	29.3	5	4	4		39.3	40.0	32.2	----	35.4
Tuskegee University		IIA	5	5	5	5	35.0	28.8	25.6	19.2	27.0	5	4	5	5	41.1	38.4	30.2	23.1	32.7
University of Alabama		I	4	4	4	4	51.8	38.8	31.5	22.6	40.4	3	3	4	4	63.8	48.5	39.7	29.0	50.3
Univ. Alabama at Birmingham	142	I	4	5	5	4	48.5	35.8	30.3	22.6	36.1	4	4	4	4	61.0	45.8	39.2	29.9	46.2
Univ. Alabama in Huntsville	2	IIA	1	3	2	3	51.1	36.7	31.8	24.5	36.8	2	3	3	3	61.0	44.5	38.4	29.6	44.4
University of Montevallo		IIA	5	5	4	4	35.9	30.5	26.7	21.3	30.6	5	4	4	4	44.1	37.8	32.9	26.4	37.8
University of South Alabama	156	IIA	3	3	2	3	42.2	34.6	31.8	24.4	34.3	3	3	2	3	51.6	42.7	38.9	29.9	42.0
ALASKA																				
Alaska Pacific University		IIA	2	1	1*		47.8	41.4	36.5	----	39.8	2	1	1*		59.9	53.2	46.6	----	50.7
Univ.Alaska-Anchorage	143	IIA	1	1*	1*	1*	52.7	46.5	37.2	35.2	43.6	1*	1*	1*	1*	69.9	62.2	49.5	47.8	58.2
Univ.Alaska-Fairbanks	144	I	2	1	1	1	57.3	45.5	36.4	30.1	43.6	1*	1*	1*	1*	84.3	67.2	53.3	48.5	64.5
Univ.Alaska-Southeast	145	IIA		1*	1*	1*	----	44.4	36.2	31.6	40.5		1*	1*	1*	----	61.9	47.9	41.9	54.8
ARIZONA																				
Amer.Grad.Sch.Internat'l Mgt		IIB	1	1	1		43.6	36.0	31.6	----	37.3	2	1	1		53.2	44.5	39.4	----	46.0
Arizona State University	1	I	3	3	3	2	53.2	40.5	34.1	27.4	43.6	3	3	3	2	63.4	49.3	42.2	34.2	52.7
Northern Arizona University		IIA	2	2	2	3	47.3	38.3	31.4	23.3	38.2	2	3	3	3	55.6	45.6	37.7	28.6	45.4
University of Arizona	4	I	3	3	3	2	55.5	40.9	34.4	27.8	44.7	3	2	2	1	67.4	51.4	44.1	36.4	55.5
ARKANSAS																				
Arkansas College		IIB	3	2	3		37.3	32.5	26.0	----	30.9	3	3	3		43.5	38.6	31.2	----	36.4
Arkansas State Univ.-Main		IIA	4	4	4	5	39.4	33.4	27.4	21.1	30.2	4	4	4	4	49.0	41.7	34.4	26.9	37.8
Arkansas Tech University		IIB	3	3	2	4	35.1	30.8	27.8	20.8	29.7	3	3	2	3	43.6	38.4	34.8	26.6	37.2
Henderson State University		IIB	4	3	3	3	34.0	29.9	26.5	21.4	29.8	4	3	3	3	41.2	36.3	32.4	26.3	36.2
Hendrix College		IIB	3	2	2		38.2	32.0	27.1		32.8	2	2	2		49.2	42.8	33.3		42.3
John Brown University		IIB	4	3	3		33.4	29.4	25.3	----	29.2	4	4	3		40.2	34.9	30.1	----	34.8
Ouachita Baptist University		IIA	5	5	5	5	32.8	29.3	24.5	20.9	27.6	5	5	5	4	39.4	35.8	30.7	26.0	33.7
Southern Ark. Univ.-Main	4	IIB	3	3	2	3	36.6	31.8	27.1	21.8	29.5	3	3	3	3	44.0	38.6	32.7	26.3	35.6
Southern Arkansas Univ. Tech		III		5	5		----	24.5	23.9	----	24.0		5	5		----	30.5	29.7	----	29.9
Univ. Arkansas-Fayetteville		I	5	5	5	5	46.4	35.3	30.4	21.6	37.2	5	5	5	5	55.2	42.2	35.9	25.4	44.3
Univ. Arkansas-Little Rock		IIA	3	3	3	3	43.8	35.8	29.8	23.7	33.0	3	3	4	4	52.8	43.1	35.6	28.1	39.6
Univ. Arkansas-Monticello	3	IIB	4	3	3	3	33.9	29.4	25.1	22.0	27.2	4	3	4	3	40.9	35.3	29.8	26.1	32.6
Univ. Arkansas at Pine Bluff		IIB	4	3	2	2	34.1	30.3	28.3	23.7	29.2	3	3	2	1	42.3	37.7	35.3	30.4	36.5
Univ. of Central Arkansas		IIA	3	3	4	4	41.4	33.8	27.6	22.3	32.3	4	4	4	4	50.1	41.1	33.7	27.4	39.3
University of the Ozarks		IIB	5	5	4		25.9	23.9	22.4	----	23.5	5	5	4		33.2	30.5	28.7	----	30.1
CALIFORNIA																				
Azusa Pacific University		IIA	5	5	5	4	30.8	27.4	24.4	21.8	26.9	5	5	4	3	41.1	37.1	33.5	30.8	36.5
Biola University		IIA	5	5	5	4	37.2	29.8	22.0	22.1	29.9	4	5	5	4	45.7	36.4	26.5	27.0	36.5
California Inst. of Arts		IIA									31.0									38.4
California Inst. of Tech.		I	1*	1*	1*		74.8	57.4	45.5		67.7	1*	1*	1*		91.6	69.7	55.3		82.7
California Maritime Academy		IIB	1	1		1	45.7	37.8	----	26.3	34.7	1	1		1	55.3	46.1	----	31.5	41.9
Cal.St.Univ-Bakerfield	29	IIA	1	1	2	1	53.3	40.1	33.0	28.5	44.5	1	1	1	1	65.2	50.3	41.9	36.2	55.1
Cal.St.Univ-San Bernardino	29	IIA	1	1	1	1	52.8	40.7	34.0	28.2	43.0	1	1	1	1	64.6	51.0	43.1	35.9	53.5
Cal.Poly.St.U-Sn Luis Obispo	29	IIA	1	1*	1	2	53.1	42.9	33.6	27.2	48.9	1	1	1	1	64.8	53.4	42.6	34.7	60.1
Cal.St.Univ-Chico	29	IIA	1	1	2	1	53.2	41.5	33.1	28.9	48.3	1	1	1	1	64.8	51.8	42.0	36.7	59.2
Cal.St.Univ-Dominguez Hills	29	IIA	1	1	1	2	53.2	41.2	34.6	26.7	48.5	1	1	1	2	65.0	51.6	43.7	34.1	59.6
Cal.St.Univ-Fresno	29	IIA	1	1	2	1	53.5	40.7	32.9	27.5	48.0	1	1	1	1	65.3	51.0	41.7	35.1	58.9
Cal.St.Univ-Fullerton	29	IIA	1	1*	2	1	53.5	42.1	33.1	27.6	47.8	1	1	1	1	65.3	52.6	42.0	35.2	58.8
Cal.St.Univ-Hayward	29	IIA	1	1	1	1	53.2	41.5	33.2	27.9	48.0	1	1	1	1	65.0	51.8	42.2	35.5	59.0
Humboldt State University	29	IIA	1	1*	2		52.8	41.8	33.0	----	47.5	1	1	1		64.3	52.3	41.9	----	58.4
Cal.St.Univ-Long Beach	29	IIA	1	1*	1	1	53.3	42.0	33.5	28.5	46.4	1	1	1	1	64.7	52.4	42.4	36.2	57.1
Cal.St.Univ-Los Angeles	29	IIA	1	1*	1	1	53.2	42.4	34.2	27.6	47.5	1	1	1	1	64.6	52.8	43.3	35.2	58.3
Cal.St.Univ-Northridge	29	IIA	1	1	1	1	53.6	41.2	33.9	28.4	47.8	1	1	1	1	65.1	51.5	42.9	36.1	58.6
Cal.Poly.St.Univ-Pomona	29	IIA	1	1*	1	1	53.9	41.9	35.2	28.5	48.4	1	1	1	1	65.6	52.3	44.5	36.3	59.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.	95.	96.	64.		3.7	2.0	5.0	3.8	40	47	53	12	15	26	32	14	35.5	32.3	27.9	20.3	35.7	29.9	25.8	20.3
20.	97.	83.	56.		4.8	4.5	5.2	5.1	23	27	23	17	11	13	27	26	37.8	33.8	29.3	22.8	34.9	31.3	27.5	21.4
17.	94.	94.	36.						11	12	7	1	6	6	4		40.9	36.6	----	----	40.9	34.8	----	
20.	97.	87.	23.		8.6	9.0	9.3	9.7	318	276	244	34	18	36	82	58	49.9	39.1	33.7	23.1	46.2	36.2	29.8	22.0
20.	92.	88.	38.		8.3	8.7	9.0	9.2	35	40	35	7	4	16	31	19	----	37.0	30.6	22.5	----	33.7	29.0	24.1
28.	90.	85.							25	17	13		5	10	19	1	----	31.9	27.7		----	28.7	26.6	----
19.	ALL	67.	19.		8.8	8.0	8.3	----	8	8	12	2	1	1	9	1	----	----	26.1	----	----	----	22.4	----
27.	99.	52.	22.	8.	5.4	5.1	4.8	5.2	94	13	31	36	24	10	23	35	39.9	37.9	30.7	27.2	40.0	35.0	31.3	27.4
15.	ALL		10.		2.5	----	3.5	----	5	1	5	1	3		5	4	----	----	----	----	----		----	----
21.	91.	68.	13.		10.5	13.8	11.6	17.2	18	12	16	3	4	7	14	3	----	26.3	23.3	----	----	27.3	23.1	----
8.					4.0	4.7	6.6	16.1	11	9	12	6	5	7	18	5	----	24.0	23.1	----	----	22.7	22.6	----
24.	91.	46.	5.		5.0	6.0	5.1	----	19	10	6	2	3	3	14	1	----	----	27.6	----	----	----	25.7	----
20.	92.	83.	27.	13.					22	35	30	18	3	18	48	13	----	31.3	29.2	25.3	----	31.1	26.2	22.1
22.	ALL	80.	17.						4	7	8		2	8	4	3	----	32.4	----		----	29.9	----	----
21.	67.	63.	29.						6	7	10	1		1	4	1	----	----	----	----		----	----	----
21.	97.	78.	34.	6.					51	38	63	22	9	11	36	31	36.1	29.8	26.5	20.5	28.8	25.5	24.2	18.3
25.	98.	85.	15.	6.	7.8	7.7	9.0	10.5	255	180	123	21	30	39	71	28	52.4	38.7	33.2	22.5	46.5	38.9	28.6	22.8
28.	99.	94.	6.	12.	7.4	6.1	9.1	4.5	69	105	77	11	11	32	33	6	49.0	36.1	31.4	22.9	45.8	34.8	27.9	22.1
20.	95.	76.	15.	9.	7.6	5.5	5.2	4.8	51	65	64	4	4	10	24	7	----	37.4	33.2	----	----	32.1	28.2	----
23.	98.	90.	23.		8.5	8.8	7.1	10.0	36	29	25	2	13	20	19	6	36.5	31.1	29.2	----	34.0	29.6	23.5	----
22.	96.	85.	20.	31.					99	81	68	24	15	20	33	30	42.7	35.0	32.8	25.1	39.4	33.0	29.6	24.0
27.					----	1.6	1.6	----	4	6	7	1	3	2	2	3	----	----	----	----	----	----	----	----
34.	83.	78.	16.	38.	6.1	2.6	5.2		43	104	37	24	4	55	38	16	----	46.6	37.5	35.9	----	46.5	36.9	34.2
48.	91.	68.	15.	3.	6.2	5.0	7.5		71	92	48	17	6	16	19	13	57.7	45.7	36.8	30.5	52.9	44.5	35.3	29.6
35.		70.	13.		----	7.5	5.1		3	16	15	5	2	7	9	1	----	45.6	37.7	----	----	41.7	33.7	----
23.	93.	74.	40.						20	25	6	1	7	10	4	3	44.5	37.0	----	----	41.1	33.3	----	----
21.	99.	90.	14.	15.					457	381	205	4	65	84	109	23	53.7	40.7	35.0	----	49.8	39.5	32.3	----
19.	98.	79.	19.		2.8	4.7	4.0	2.3	142	164	82	12	9	27	55	11	47.6	38.6	32.4	22.8	43.5	36.4	29.7	23.8
24.	91.	81.	2.		4.7	5.2	7.2	5.8	604	299	211	6	42	81	98	16	55.8	41.1	35.3	34.5	52.4	40.2	32.4	25.3
18.	71.				4.1	4.4	4.6	----	12	6	11	2	5	1	4	3	----	----	----	----	----	----	----	----
25.	94.	80.	33.	14.	2.7	3.3	3.8	2.4	80	72	76	34	9	11	40	52	39.8	33.3	28.3	22.0	35.9	33.8	25.8	20.5
25.	87.	92.	27.		6.8	5.9	6.9	5.9	26	49	28	4	4	16	16	12	----	31.0	29.0	----	----	30.1	25.8	----
22.	96.	64.	35.						42	27	12	4	13	9	11	15	34.4	30.7	26.4	----	32.6	27.5	26.5	----
29.	ALL	80.			6.7	6.8	8.1		21	15	10		2	5	9		----	----	27.8		----	----	26.4	
19.									19	12	12	3	1	5	3	1	----	----	----	----	----	----	----	----
22.	96.	89.	21.	6.	3.8	4.1	3.8	4.2	27	13	12	11	1	5	7	7	----	----	24.8	21.0	----	----	24.1	20.7
21.	ALL	91.	46.	5.	4.7	4.6	4.8	5.1	19	14	21	5	6	9	14	14	36.2	32.3	27.9	----	37.5	31.1	26.0	----
24.									1	11	11	2		1	6		----	----	23.9	----		----	24.1	
19.	96.	88.	20.	5.	6.9	7.3	9.4	7.1	296	169	118	24	16	39	39	31	46.7	35.7	31.3	22.2	41.9	33.8	27.6	21.1
20.	97.	80.	34.	11.	4.9	4.8	6.8	2.9	97	100	40	11	11	25	37	17	43.5	36.3	31.1	24.9	46.3	33.8	28.4	23.0
20.	81.	71.	42.	25.	3.9	4.2	5.9	6.0	20	22	16	6	1	2	20	14	----	----	25.6	22.6	----	----	24.7	21.8
25.	90.	67.	37.	36.					30	24	35	10	11	6	24	23	34.3	30.2	28.4	25.3	33.7	30.9	28.1	23.1
22.	96.	73.	28.	8.	8.1	9.2	9.1	10.0	61	56	50	11	6	25	28	26	41.4	34.0	27.7	23.4	41.7	33.5	27.4	21.8
28.	89.	50.	13.		4.0	4.4	5.9	----	6	13	5	2	3	5	3	3	----	----	----	----	----	----	----	----
36.	44.	16.			5.1	5.5	6.3	7.2	20	30	17	3	5	8	8	4	----	27.5	24.6	----	----	27.3	24.1	----
22.	90.	73.	17.						26	46	11	4	3	17	7	4	----	30.3	23.3	----	----	28.6	20.0	----
24.																								
22.	ALL	97.							168	33	34		4	4	4		----	----	----		----	----	----	
21.	83.	44.			6.0	6.0	----	6.0	12	9	3	17				1	----	----	----	----				----
24.	95.	66.	7.		4.5	6.5	6.2	7.6	82	31	23	5	16	13	20	6	53.5	40.6	33.1	----	52.6	39.1	32.8	----
24.	83.	49.	9.		5.0	7.7	6.8	----	102	58	57	3	23	33	43	4	53.1	41.0	34.4	----	51.4	40.2	33.6	----
23.	93.	47.	4.		4.8	7.1	6.3	----	494	118	49	8	54	25	29	3	53.4	43.1	33.6	----	50.2	42.1	33.6	----
23.	95.	53.	1.		4.3	7.0	6.2	----	391	76	41	6	81	41	45	6	53.5	42.1	33.3	29.7	51.8	40.3	33.0	28.0
23.	93.	32.	9.		4.6	7.8	5.9		132	19	14	2	46	25	9	7	53.5	43.4	34.4	----	52.2	39.6	35.0	----
23.	97.	31.	7.		4.1	7.3	7.5	4.9	423	66	48	10	81	60	50	11	53.8	41.7	33.2	25.3	52.2	39.7	32.6	29.5
23.	95.	55.	1.		4.2	5.6	6.4	----	352	122	49	4	86	41	42	7	53.5	42.4	33.6	----	53.4	41.0	32.5	----
23.	97.	44.	2.		4.2	6.4	7.5	----	236	52	23	3	62	32	32	8	53.6	41.9	33.8	----	52.0	40.9	32.8	----
23.	ALL	89.	6.		4.4	6.4	6.4	----	197	51	29	3	25	23	18	1	52.9	42.1	33.0	----	51.6	41.2	33.0	----
23.	94.	48.	3.		4.0	5.6	6.3	----	433	156	91	5	87	61	91	8	53.5	42.5	34.0	----	52.3	40.8	33.0	----
23.	97.	63.	6.		4.3	6.3	5.4	----	308	95	62	3	93	44	45	3	53.4	42.7	34.5	----	52.3	41.8	33.8	----
23.	96.	66.	5.		4.1	6.5	7.3	7.8	455	89	78	7	109	47	76	5	53.9	41.4	34.3	----	52.3	40.9	33.5	----
23.	98.	37.	2.		4.3	7.5	7.9	----	364	93	65	2	51	31	34	5	54.1	42.1	36.2	----	52.3	41.2	33.3	----

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
APPENDIX I			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
C A L I F O R N I A -(CONTD)																				
Cal.St.Univ·Sacramento	29	IIA	1	1	1		53.5	40.8	33.8	----	49.9	1	1	1		65.2	51.0	42.8	----	61.1
San Diego State University	29	IIA	1	1*	1	1	53.2	42.1	34.7	28.3	46.9	1	1	1	1	64.7	52.5	43.8	36.0	57.7
San Francisco State Univ.	29	IIA	1	1*	1	1	52.8	41.8	33.2	28.2	47.2	1	1	1	1	64.2	52.2	42.1	36.0	57.9
San Jose State University	29	IIA	1	1	1	1	53.3	41.5	34.1	29.3	46.2	1	1	1	1*	64.7	51.8	43.1	37.3	56.8
Sonoma State University	29	IIA	1	1*	2		53.1	42.0	33.1	----	49.6	1	1	1		64.5	52.5	42.0	----	60.6
Cal.St.Univ·Stanislaus	29	IIA	1	1	2	1	53.2	40.6	32.0	28.5	46.9	1	1	2	1	64.7	50.9	40.7	36.3	57.7
Chapman College		IIA	3	3	2		43.0	36.7	31.9	----	36.1	3	3	2		53.5	45.3	38.9	----	44.5
Christ College, Irvine		IIB	3	3	3		38.0	31.9	24.8		30.2	2	2	2		49.5	40.9	34.9		40.3
Claremont Graduate School		I	2	1	5		59.1	44.7	30.3		50.9	2	1	5		71.9	55.3	37.4		62.2
Claremont McKenna College		IIB	1*	1	1*		55.5	38.9	33.2	----	45.8	1*	1	1*		68.2	48.2	40.3	----	56.3
Cogswell Polytech. College		IIB		3			----	29.9	----		30.3		4			----	34.8	----		35.2
College of Notre Dame		IIB	3	3	3		36.9	29.1	25.8	----	29.9	3	4	3		44.8	34.6	30.4	----	35.7
Fresno Pacific College		IIB									26.5									33.7
Golden Gate University		I	3	3	2		54.8	41.1	35.9	----	45.2	3	3	2		63.7	49.4	43.0	----	53.3
Harvey Mudd College		IIB	1*	1*	1*		61.3	46.1	36.7	----	51.6	1*	1*	1*		75.2	58.5	46.6	----	64.0
Kern Community College Dist.	77	III	2	2	1	2	41.6	35.4	31.4	25.0	38.4	3	3	2	3	49.3	42.4	38.1	31.0	45.7
Lincoln University		IIB					----		----		14.9					----		----		17.0
Los Angeles Coll. of Chiro.	82	IIA	4	5	5		37.6	30.8	24.8	----	28.1	4	4	5		47.9	39.5	32.1	----	36.2
Loyola Marymount University	84	IIA	1	1*	2	1	55.0	43.6	32.0	28.4	43.8	1	1*	2	1	68.3	55.4	41.3	36.9	55.2
Menlo College		IIB									38.5									48.0
Mennonite Brthrn. Bible Sem.		IIA		1			----	40.1	----		39.2		2			----	46.0	----		45.0
Mills College		IIA	2	3	3		47.3	36.0	30.0	----	37.3	2	3	3		57.4	43.6	36.4	----	45.2
Monterey Inst.Intern'l Stud.		IIA		4	5		----	33.0	26.3	----	30.4		5	5		----	37.3	31.6	----	35.4
Mount St.Mary's College		IIB	3	3	3	3	37.6	31.0	26.5	21.6	29.0	3	3	3	3	45.6	38.2	32.7	27.1	35.7
Naval Postgraduate School		I	4	3	1		49.7	40.5	36.9		44.1	4	3	2		59.1	48.2	43.9		52.4
Occidental College		IIB	1*	1*	1	1	51.3	39.4	29.9	27.6	39.6	1*	1*	1	1	65.6	50.5	37.5	33.4	50.4
Fremont·Newark Com.Col.Dist.		III	2	1	1*	1*	42.3	38.7	38.7	34.4	39.3	2	1	1*	1*	50.2	46.3	46.3	41.7	47.0
Pacific School of Religion		IIA	4				39.6	----	----		38.2	3				50.8	----	----		49.2
Pacific Union College		IIB	5	4	3	2	27.9	26.3	24.8	23.5	26.2	5	5	4	2	33.3	30.9	29.1	27.5	31.0
Palomar College	4	III		1*		1*		43.5		32.1	42 5		1*		1*		50.6		38.0	49.6
Pepperdine University		IIA	1	1	1		50.3	40.3	33.6		45.1	1	1	2		64.6	51.3	41.0		57.6
Pitzer College		IIB	1		2		50.7	----	27.7		45.6	1		2		62.7	----	35.2		56.7
Point Loma Nazarene College	113	IIB	2	3	3		39.2	30.4	26.3	----	33.0	2	3	3		48.7	38.2	31.7	----	40.8
Pomona College		IIB	1*	1*	1*		58.4	41.9	34.4	----	46.0	1*	1*	1*		70.4	50.5	41.6	----	55.5
Saint Mary's Coll. of Calif.		IIA	2	2	3		48.6	38.4	30.7		39.3	2	2	3		59.8	47.6	37.0		48.4
Santa Clara University		IIA	1*	1*	1*		61.1	42.4	36.4		44.4	1*	1	1*		72.9	52.3	44.9		54.2
Scripps College		IIB	1*	1	1		52.0	38.9	30.4		40.8	1*	1	1		65.0	49.7	38.9		51.6
Southern California College		IIB	3	2	2		36.3	33.3	27.7	----	31.9	3	3	3		41.9	39.0	32.2	----	37.1
Southwestern University		IIB	1*	1*			58.1	45.6	----	----	53.0	1*	1*			71.9	58.8	----	----	66.3
Stanford University	1	I	1*	1*	1*		74.9	53.3	41.5		64.5	1*	1*	1		88.5	62.6	48.7		76.1
Univ.of Calif.·Berkeley	26	I	1*	1	1		68.4	45.0	38.4		60.0	1	1	1		83.4	56.1	48.5		73.6
Univ.of Calif.·Davis	26	I	1	2	2		61.7	42.8	36.2		51.8	2	2	1		74.5	53.6	46.3		63.6
Univ.of Calif.·Irvine	26	I	1	2	1		64.5	43.8	38.5		53.3	1	2	1		78.5	54.4	48.1		65.4
Univ.of Calif.·Los Angeles	26	I	1	2	1		67.3	43.3	38.5		57.0	1	2	1		81.9	54.0	48.4		69.9
Univ.of Calif.·Riverside	26	I	2	2	3		60.4	41.5	34.2		49.8	2	2	2		73.5	51.5	42.9		61.0
Univ.of Calif.·San Diego	29	I	1	1	1		65.9	43.9	37.6		56.1	1	1	1		80.3	54.6	47.3		68.8
Univ.of Calif.·Santa Barbara	26	I	1	2	1		64.5	42.3	37.2		56.4	1	2	1		78.7	52.8	46.8		69.2
Univ.of Calif.·Santa Cruz	26	I	2	3	1		60.8	41.1	37.1		50.9	2	3	1		74.0	51.0	46.3		62.4
University of La Verne	4	IIA	4	5	5		37.3	28.6	23.5	----	29.3	5	5	5		45.0	34.7	28.1	----	35.3
University of the Pacific	152	IIA	3	2	2	4	44.2	38.4	31.8	23.0	39.8	3	2	2	3	55.4	48.0	39.6	28.4	49.7
University of Redlands		IIA	3	3	3		43.8	36.1	30.6		38.3	3	2	2		55.2	46.2	39.5		48.7
University of San Diego		IIA	1	2	2		52.6	37.4	33.1	----	42.6	1	2	1		65.6	47.4	41.5	----	53.4
University of San Francisco		IIA	1*	1*	1	1*	56.4	41.6	34.4	29.8	45.8	1	2	1	1	66.0	50.1	42.0	36.8	54.5
Univ. of Southern California		I	1	1	1	1*	64.9	45.8	38.8	40.3	50.4	1	1*	1*	1*	81.7	60.1	51.2	50.7	64.9
Westmont College		IIB	2	2	2		38.7	32.6	27.7	----	33.1	2	2	2		48.2	39.8	34.0	----	40.9
Whittier College	164	IIA	2	3	4		47.1	35.0	27.9	----	36.8	2	3	4		58.2	44.3	34.2	----	45.8
Woodbury University		IIA									27.9									34.2
C O L O R A D O																				
Adams State College		IIA	4	5	4	2	37.3	30.2	27.4	25.6	31.0	5	5	4	2	44.6	36.7	33.3	31.3	37.4
Colorado College		IIB	1	1	1		50.2	37.7	31.1	----	42.4	1	1	1		62.0	45.5	37.8	----	51.8
Colorado Mountain College		III	5	5	5		31.5	26.8	22.6	----	27.2	5	5	5		37.3	31.9	26.3	----	32.2
Colorado School of Mines		IIA	1	2	1		50.2	37.4	33.5	----	43.0	2	2	1		61.0	46.6	42.2	----	52.9
Colorado State University	1	I	5	5	4		46.7	35.6	31.4	----	40.1	5	5	5		55.1	42.2	37.3	----	47.5
Community College of Denver		III	5	5		5	29.8	18.7		18.4	24.9	5	5		5	35.2	23.5		21.8	29.7
Fort Lewis College	1	IIB	3	3	2		36.1	29.4	28.7	----	32.4	3	4	2		42.4	34.5	33.7	----	38.1
Iliff School of Theology		IIA	2	1*			46.2	42.0	----		44.2	2	2			56.6	48.9	----		53.3
Mesa College	1	IIB	3	3	3	2	37.2	30.5	26.0	23.2	30.0	3	3	3	2	44.7	37.1	32.0	28.9	36.6
Metropolitan State College		IIB	2	2	2	3	38.5	32.7	28.1	21.2	33.7	3	3	2	3	45.5	39.1	34.1	26.2	40.2
Regis College		IIB	3	1	3		35.9	35.6	26.3		32.8	3	2	3		46.4	41.6	30.7		39.2
Univ. of Colorado at Boulder		I	4	3	2	2	51.4	39.6	35.7	27.3	44.3	4	4	3	3	59.7	46.8	42.4	32.9	52.0
Univ. of Colorado·Colo.Sprgs		IIA	2	2	2	4	45.9	37.0	32.0	22.6	36.8	3	3	3	5	53.8	44.0	36.8	24.2	42.8
Univ. of Colorado at Denver		IIA	2	2	1	4	49.0	38.5	33.2	21.6	39.3	2	3	3	5	56.8	44.9	38.0	23.9	45.4
Univ. of Colorado·Hlth Sci.	1	IIA	1	1*	1	2	51.0	41.7	34.5	24.9	38.7	2	1	1	3	59.8	50.3	41.9	30.9	46.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.	99.	43.			4.4	7.3	8.3	----	496	75	34	1	129	52	31	3	53.8	42.0	34.4	----	52.2	39.2	33.1	----
23.	93.	73.	16.		4.1	5.5	5.5	5.6	570	189	84	13	98	93	100	18	53.4	42.5	35.4	28.2	51.8	41.3	34.1	28.4
23.	94.	45.	6.		4.4	7.3	6.0	7.0	412	90	53	18	112	69	49	17	53.1	42.7	33.1	28.4	51.4	40.8	33.4	28.1
23.	94.	41.	2.		4.2	6.7	6.9	12.7	390	158	78	5	71	79	78	9	53.5	42.1	34.2	----	51.9	40.1	34.1	----
22.	99.	73.	15.		4.0	6.2	7.2	----	146	27	14	1	40	13	6		53.3	41.9	33.5	----	52.3	42.3	32.1	
23.	95.	77.	7.		4.3	7.1	6.1	----	107	19	15	2	22	12	15	7	53.6	40.9	33.1	----	51.0	40.2	31.0	----
24.	96.	73.			4.0	11.1	6.5	----	21	25	26	2	7	12	12	3	43.2	36.9	33.3	----	42.6	36.4	28.8	----
33.					6.0	6.0	6.0		7	8	9			1	4		----	----	----			----	----	
22.	ALL	75.							40	13	6		4	3	4		----	----	----		----	----	----	
23.	97.	86.	8.		5.6	6.8	7.8	----	30	16	9		2	5	3	1	----	----	----		----	----	----	----
16.					----	13.3			1	6	1			1			----	----	----			----		
19.	ALL	45.			10.3	12.4	11.8	----	6	5	8	1	6	6	9		37.1	----	25.6	----	36.6	----	25.9	
27.																								
18.	71.	63.							21	5	13		3	3	4	2	----	----	----		----	----	----	----
24.	ALL	82.			7.3	7.5	9.0	----	30	11	9	2	1		4		----	----	----	----	----		----	
19.	ALL	93.	78.	17.	5.0	5.0	5.0	----	121	28	14	2	42	39	23	4	42.1	35.7	32.7	----	40.3	35.2	30.6	----
14.					----		----		1		3		2				----		----		----			
29.					5.0	5.0	5.0	----	7	5	10	5		2	4		----	----	----	----		----	----	
26.	99.	86.	7.		7.3	7.8	8.9		80	63	58	6	19	21	24	3	55.8	43.6	32.6	----	51.6	43.7	30.6	----
25.																								
15.					----	6.7	----		3	6	2				1		----	----	----				----	
21.	96.	85.			7.9	7.5	9.4		14	11	9	1	11	9	19	1	48.8	36.0	30.9	----	45.5	35.9	29.6	----
17.					----	9.8	12.1	----	5	5	9	1		7	7	2	----	----	26.4	----		----	26.2	----
23.	ALL	71.	43.		5.4	5.0	5.8	----	5	4	5		8	10	25	9	----	----	----		----	----	----	----
19.	90.	63.	5.						98	69	40		1	1	3		----	----	----		----	----	----	
27.	95.	97.			8.7	9.0	8.9	----	31	22	20	5	10	10	17	4	52.4	39.1	31.3	----	47.8	40.0	28.2	----
20.	ALL	ALL	ALL	78.					32	13	3	9	19	13	4	18	42.4	38.5	----	35.6	42.0	38.9	----	33.9
29.	ALL				9.0	----	----		8	1			2		2		----	----			----		----	
18.	ALL	43.							33	13	13	2	5	8	13	9	----	26.6	24.9	----	----	25.7	24.6	----
17.		ALL				4.3		----		119		5		61		12		43.8		----		42.9		----
28.	87.	58.	13.		4.3	7.0	9.2	----	101	63	11		11	18	5		50.8	41.1	----		45.8	37.5	----	
24.	ALL				9.3	----	----		26	3	5		11		4		51.4	----	----		48.8		----	
24.	56.	10.			21.0	19.8	6.0	----	31	15	7	2	5	6	10	3	----	30.3	25.5	----	----	30.6	26.8	----
21.	95.	95.			7.2	7.3	8.0		54	30	21	2	3	14	21	1	----	42.3	34.9	----	----	41.1	34.0	----
23.	96.	73.	10.		5.7	6.9	7.0		22	23	15		6	13	6		49.2	38.9	30.4		46.3	37.7	31.6	
22.	90.	89.	6.						71	89	54		7	19	23		61.8	42.8	37.3		54.4	40.6	34.0	
27.	95.	93.			6.6	6.9	7.7		13	8	7		6	6	11		52.5	38.4	29.9		50.9	39.5	30.8	
16.	ALL	64.	36.		5.5	6.3	6.6	----	10	11	9	2	1		2		----	----	----	----	----		----	
25.	93.				7.0				21	4	3		6	3	1	1	59.0	----	----		55.2	----	----	----
18.	ALL	76.							492	106	123		22	26	44		75.5	53.4	42.4		62.4	52.7	38.9	
23.	98.	93.							854	196	127		83	55	63		69.3	45.3	39.3		59.2	43.9	36.6	
23.	97.	88.							463	154	151		41	39	58		62.3	43.5	37.0		55.0	40.0	34.3	
23.	99.	95.							214	81	87		21	20	27		65.6	44.1	38.1		54.1	42.5	39.6	
23.	92.	93.							753	206	174		89	71	89		68.1	44.2	38.9		60.0	40.8	37.7	
23.	98.	99.							159	58	59		15	11	24		61.0	41.8	34.8		54.8	40.4	32.7	
23.	95.	94.							338	96	87		32	27	28		66.7	44.7	37.6		57.4	41.1	37.7	
23.	99.	99.							381	74	78		36	22	29		65.3	42.7	38.3		56.8	40.9	34.2	
23.	97.	97.							168	40	54		22	22	38		61.2	41.1	38.7		57.8	41.2	34.8	
21.	89.	35.	7.						21	22	15	2	7	9	15		37.7	29.4	24.5	----	36.3	26.6	22.6	
25.	88.	51.			5.8	6.1	7.0	6.4	174	61	48		14	19	20	11	44.4	38.4	32.4		41.6	38.5	30.5	----
27.	98.	62.							43	21	12		9	8	17		43.0	36.7	33.5		47.4	34.6	28.6	
25.	87.	67.	10.		7.5	10.1	10.0		78	48	28	2	17	34	23	1	53.4	37.3	34.3	----	49.3	37.6	31.6	----
19.	92.	80.	71.						73	34	23	4	10	22	12	10	56.4	40.5	34.4	----	57.0	43.3	34.4	----
29.	96.	87.	3.	7.	7.6	7.5	7.9	9.2	393	345	224	16	42	73	102	12	65.7	46.4	40.4	46.0	57.4	42.7	35.4	32.7
23.	ALL	63.			9.7	11.4	7.9	----	22	17	14	1	2	2	5	1	----	----	----	----	----	----	----	----
24.	94.	97.	30.		9.1	9.1	9.1	----	29	20	13	3	4	9	14	2	----	36.8	27.5	----	----	31.1	28.3	----
22.																								
21.	96.	54.	30.	17.	7.9	8.2	8.5	7.7	23	21	11	9	3	3	12	3	----	----	28.0	----	----	----	26.8	----
22.	97.	95.	4.						59	25	16		5	14	9	2	----	38.0	31.0		----	37.1	31.4	----
18.					11.6	8.7	7.7	----	14	13	5	3	3	12	6	1	----	28.5	----	----	----	25.0	----	----
23.	94.	78.	34.		3.0	3.0	3.0	----	105	51	28	5		7	4		----	37.6	----	----		36.2	----	
18.	98.	88.	21.						437	225	128	1	21	50	64	1	47.0	36.4	32.4	----	40.3	31.8	29.2	----
19.	ALL	ALL		86.	4.5	12.5		24.4	26	7		8	22	9		13	29.1	22.9		19.1	30.6	15.4		17.9
17.	97.	92.	16.		7.9	8.0	9.9	----	56	26	23	2	11	10	8	1	36.7	29.5	29.7	----	33.0	29.1	25.8	----
21.	9.								10	4	1		1	2			----	----	----		----	----		
22.	ALL	78.	62.	36.	8.5	8.5	8.4	8.4	40	29	18	8	4	11	8	3	----	30.4	26.4	----	----	30.7	25.1	----
19.	96.	79.	41.	27.	9.8	7.6	8.5	5.4	117	69	53	3	25	22	28	8	38.7	32.9	29.1	----	37.6	32.1	26.4	----
20.	92.	68.	13.		14.6	16.8	7.5	----	11	17	7		1	11	9		----	35.3	26.3		----	36.0	26.3	
17.									429	242	185	16					----	----	----	----				
16.	91.	83.	7.						41	37	27	4	4	5	17	11	----	----	33.1	----	----	----	30.4	----
16.	89.	73.	3.		5.0	4.4	7.8	3.5	78	85	62	10	12	23	34	2	49.7	39.2	34.3	----	44.5	35.9	31.3	----
20.	ALL	67.	3.						10	14	5	1	7	10	27	9	51.4	43.6	----	----	50.5	39.1	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
COLORADO - (CONT'D)																				
University of Denver	146	I	4	4	5	1	49.1	36.7	30.6	32.6	39.5	4	4	5	1	59.7	45.0	36.8	38.2	47.9
Univ. of Northern Colorado	4	I	5	5	5	4	44.0	34.8	29.0	23.5	35.7	5	5	5	4	52.4	41.4	34.5	27.9	42.5
University Southern Colorado		IIA	4	4	3	3	39.7	33.0	29.9	24.8	34.4	4	4	4	3	46.5	38.7	35.0	29.0	40.3
Western State Coll. of Colo.		IIA	5	4	5	5	34.7	31.4	24.3	16.8	29.4	5	4	5	5	42.0	39.1	29.8	21.7	36.0
CONNECTICUT																				
Albertus Magnus College		IIB	4	4	4		33.6	27.2	23.5	----	27.1	4	4	4		40.9	32.6	28.3	----	32.7
Asnuntuck Community College		III				1	----	----	----	27.6	33.6				1	----	----	----	35.3	42.9
Central Connecticut St.Univ.		IIA	1	2	4	1	52.7	38.9	28.3	28.2	40.7	2	2	3	1	60.3	48.6	36.3	36.2	49.1
Connecticut College		IIA	2	2	4	1	47.8	37.0	28.0	28.1	37.9	2	2	4	1	58.8	46.3	35.0	35.1	47.1
Conn. State Tech. Colleges	51	III	1	1*	1		45.3	39.8	34.2	----	39.0	1	1	1		56.3	49.8	43.2	----	48.9
Eastern Connecticut St.Univ.		IIA	1	1*	2		51.5	42.0	31.1	----	42.9	1	1	2		65.5	53.5	39.4	----	54.6
Fairfield University		IIA	2	1	1		49.4	40.4	33.9	----	40.6	1	1	1		62.8	52.4	42.2	----	51.5
Greater Hartford Comm. Coll.		III	1		1	1	44.6	----	31.4	27.6	36.0	1		1	1	55.5	----	39.8	35.4	45.3
Hartford College for Women		III					----	----	----	----	22.2					----	----	----	----	25.9
Hartford Graduate Center		IIB	1*	1*	1*		60.0	49.5	42.7		49.5	1*	1*	1*		72.4	61.0	52.9		60.6
Hartford Seminary		IIA									43.7									54.1
Housatonic Community College		III	2		1*		43.1	----	34.7	----	40.2	1		1*		54.5	----	45.0	----	51.1
Manchester Community College		III	1	2	1*	1*	45.0	34.3	35.1	29.8	37.9	1	2	1*	1*	56.5	43.8	44.7	38.3	48.1
Mattatuck Community College		III	1	1	1	1	43.6	37.1	34.4	27.5	38.2	1	1	1*	1*	57.4	48.7	45.3	38.3	50.6
Middlesex Community College		III	1	1	1*	2	44.6	37.5	35.2	25.2	38.6	1	1	1*	2	55.7	47.0	44.1	32.1	48.4
Mitchell College		III			4	5			26.2	17.2	24.1			4	5			30.5	20.0	28.1
Mohegan Community College		III	1	2	2	1	44.0	36.5	30.5	27.3	36.5	1	1	1	1	54.8	46.0	38.8	35.1	45.9
Northwestern Conn.Comm.Coll.		III	1	1	2	1	43.9	36.7	30.3	27.5	36.0	1	1	2	1	54.6	46.1	38.6	35.2	45.2
Norwalk Community College	100	III	1	1	1	1*	46.2	37.8	32.1	28.6	38.1	1	1	1	1*	58.6	48.6	41.7	37.5	48.8
Post College		IIB		2	2		----	33.4	27.6		31.9		2	1		----	43.6	36.8		41.9
Quinebaug Valley Comm. Coll.		III	2				41.9	----	----	----	33.9	2				52.8	----	----	----	43.3
Quinnipiac College	10	IIB	1	1	1	1	46.4	37.6	30.4	25.7	38.0	1	1	1	1	58.0	47.6	38.5	32.0	47.8
Sacred Heart University		IIB	2	2	2		41.2	33.3	28.2	----	33.0	2	2	2		52.4	41.6	35.1	----	41.4
Saint Joseph College		IIA	5	5	5	3	34.0	29.9	25.9	24.3	28.1	5	5	5	3	40.6	35.7	30.1	28.4	33.1
South Central Comm. College		III	2	2	1*	1	42.6	35.0	35.0	27.9	36.8	2	1	1*	1	54.1	48.0	45.1	37.3	47.7
Southern Conn. State Univ.		IIA	1	1*	1*	1	50.8	41.6	36.7	29.1	43.9	1	1	1*	1*	63.8	53.3	47.5	38.4	55.8
Trinity College		IIB	1*	1*	1		54.3	40.8	29.9	----	43.1	1*	1*	1		68.1	52.5	36.2	----	53.9
Tunxis Community College		III	2	1	1	1	42.0	37.5	31.7	27.3	34.5	2	1	1	1	52.8	47.5	40.6	35.4	44.0
University of Bridgeport		IIA	1	1*	1	1	52.5	42.7	33.8	28.6	44.0	1	1*	1	1	65.0	54.0	42.5	35.4	55.1
University of Connecticut		I	2	1	1	1*	61.5	46.1	37.9	35.4	51.5	2	1	1	1*	74.6	57.5	48.0	45.1	63.4
University of Hartford		IIA	2	3	2		45.6	36.7	31.0		35.0	2	2	2		57.6	46.8	38.9		44.1
University of New Haven		IIA	3	2	1		43.3	38.2	33.5	----	39.0	3	2	2		53.2	47.1	40.8	----	47.9
Wesleyan University		IIA	1*	2	1		57.8	39.9	33.9	----	47.1	1*	1	1		74.9	52.0	43.8	----	61.0
Western Conn. State College		IIA	1	1	1		50.6	40.8	34.6	----	43.7	1	1	1		63.7	52.0	44.7	----	55.5
Yale University		I	1*	1	2	1	72.6	44.0	34.6	31.4	54.5	1*	2	3	1	87.5	53.1	41.5	37.1	65.5
DELAWARE																				
Delaware State College	4	IIA	4	4	4	4	40.5	32.4	28.7	22.3	30.4	3	4	3	3	51.4	41.5	37.1	29.4	39.2
University of Delaware		I	3	3	4	4	56.0	39.9	32.7	23.2	41.4	2	2	3	3	71.3	52.3	42.8	31.3	53.7
Wesley College		IIB	4	3	2		32.9	29.6	27.2	----	29.0	4	4	3		39.8	34.6	31.5	----	34.1
DISTRICT OF COLUMBIA																				
American University	36	I	2	2	2	1	59.6	43.4	35.9	29.5	47.4	2	2	3	2	71.6	53.2	42.5	34.1	57.0
Catholic University		I	4	4	5		50.2	37.0	30.4		38.8	4	4	5		60.3	43.5	35.2		45.8
Gallaudet College	65	IIA	1	2	2	3	51.1	38.9	31.9	24.6	37.1	1	1	1	2	68.4	52.6	43.5	34.4	50.3
George Washington University		I	2	2	2	4	59.2	42.3	34.7	24.1	48.6	2	2	3	3	71.7	52.0	42.8	30.4	59.2
Georgetown University		I	1	1	3	2	66.5	45.2	33.0	26.7	47.4	1	1	3	2	81.9	56.6	41.3	33.1	59.0
Mount Vernon College	4	IIB		2	3		----	32.9	25.4		29.0		2	3		----	39.5	31.3		35.3
Univ.of District Columbia		IIA	2	1	1	1	47.8	40.4	33.3	29.2	40.0	2	2	2	1	58.9	49.8	40.9	36.0	49.2
Wesley Theological Seminary		IIA	5				34.8	----	----	----	32.6	5				39.8	----	----	----	37.7
FLORIDA																				
Barry University		IIA	4	4	3	4	39.3	32.2	30.1	22.2	32.3	4	4	4	4	46.1	38.3	35.3	26.3	38.1
Bethune-Cookman College		IIB	5	5	5	5	27.4	23.8	21.6	18.1	22.1	5	5	5	5	32.0	28.2	25.5	21.2	26.0
Eckerd College		IIB	2	2	2		40.3	33.0	27.8		34.1	2	2	2		50.6	40.7	34.7		42.6
Embry-Riddle Aero University	3	IIA	3	4	5	5	41.6	32.2	26.3	18.7	29.9	3	4	4	5	51.6	39.8	32.4	23.1	37.0
Florida A & M University		IIA	3	2	2	2	43.5	37.0	31.1	25.6	35.6	3	2	2	2	54.7	46.9	40.0	32.5	45.2
Florida Atlantic University		IIA	2	3	2	3	48.3	36.4	33.0	24.6	39.6	2	3	2	3	59.5	45.3	41.4	31.1	49.1
Florida Internat'l Univ.	9	IIA	2	2	2	3	48.6	38.0	33.0	23.7	37.4	2	2	1	3	61.8	48.6	42.1	30.7	47.8
Florida Southern College		IIB	4	4	4	2	33.6	29.0	24.6	23.9	28.2	3	3	3	2	41.7	36.1	30.0	28.1	34.7
Florida State University		I	4	4	4	3	49.6	36.1	31.7	25.3	41.5	4	4	4	3	61.3	45.3	40.1	31.7	51.7
Hillsborough Community Coll.		III	3	3	2	1	39.0	33.5	29.3	27.8	33.8	3	3	2	1	48.9	42.2	37.1	35.3	42.6
Jacksonville University		IIB	4	5	4		31.2	24.9	22.6	----	26.6	4	5	5		37.7	29.9	26.5	----	31.9
Manatee Community College	85	III	4	4	5	5	35.2	28.1	24.6	20.4	28.0	4	4	4	4	44.5	35.7	31.4	26.2	35.6
Miami-Dade Community College	16	III	3	3	3	3	40.0	33.4	28.5	23.6	34.6	3	3	3	3	49.8	42.1	36.2	29.9	43.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	97.	89.	8.		12.3	10.5	9.8	6.6	117	95	45	7	17	22	32	5	50.2	37.0	31.5	----	42.0	35.3	29.4	----
19.	98.	79.	14.	14.					118	91	59	7	22	26	59	14	44.5	34.9	29.8	24.5	41.5	34.6	28.2	23.0
17.	97.	89.	41.		6.0	5.8	6.8	----	57	44	25	4	4	11	16	3	----	33.8	31.0	----	----	30.0	28.1	----
22.	92.	73.	38.		12.2	20.2	12.7		45	12	21	8	4	3	5	4	----	----	----	----	----	----	----	----
21.	86.	50.			----	5.0	5.0	----	1	6	5		6	4	2	3	----	----	----		----	----	----	----
28.				88.	----	----	----	13.0	4	5	2	3	1		3	5	----	----	----	----	----		----	----
21.	97.	88.	54.	11.					122	99	58	8	21	32	44	10	52.9	37.6	24.7	27.9	51.7	43.2	33.0	28.5
24.	98.	83.	6.		5.7	5.9	7.4	----	27	28	17	3	16	14	15	3	48.5	36.9	28.9	----	46.7	37.3	27.1	----
25.	96.	ALL	81.						51	54	57	3	3	9	15	1	----	40.0	34.3	----	----	38.8	33.8	----
27.	ALL	81.	7.		8.3	8.2	10.5		40	33	17		9	14	13	1	51.2	41.4	31.3		52.4	43.5	30.8	----
27.	98.	84.	48.		8.1	6.5	11.7		48	47	40	3	9	14	26	1	49.6	40.1	35.2	----	47.9	41.3	31.9	----
26.	95.		33.						19	1	5	5	2	4	1	11	----	----	----	----	----	----	----	----
17.					----	----	----		2	1			2	1	1	1	----	----			----	----	----	----
23.									10	9	8				4		----	----	----				----	
24.																								
27.	ALL		86.						21	3	5	3	7	2	2		43.3	----	----	----	42.4	----	----	
27.	ALL	82.	44.	4.					34	9	10	6	12	8	6	18	45.6	36.3	37.7	32.2	43.4	32.1	30.8	29.0
32.	ALL	93.	77.		10.0	10.0	10.0	----	22	7	9	3	10	8	4	7	44.6	39.1	----	----	41.5	35.3	----	----
25.	ALL	93.	44.						15	9	5	3	6	5	4	3	46.0	----	----	----	41.0	----	----	----
16.			90.				2.5	11.9			14	1			6	5			26.2	----			26.2	----
26.	ALL		11.						13	3	4	1	4	3	5	7	----	----	----	----	----	----	----	----
26.	ALL	86.	57.						11	5	5	3	3	2	2	6	----	----	----	----	----	----	----	----
28.	ALL	77.	58.		21.1	20.2	10.8	11.5	10	4	5	7	13	9	7	5	47.1	----	----	----	45.5	----	----	----
31.		7.							2	7	5		1	7	4		----	34.0	----		----	32.8	----	
28.	ALL								4	3	2	1	2	1	1	4	----	----	----	----	----	----	----	----
26.	94.	84.	25.		9.0	7.8	7.9	9.7	47	29	23		7	9	25	6	46.7	37.9	29.5		44.8	36.6	31.3	----
25.	87.	73.	3.		6.8	9.9	4.8	----	16	28	15		7	12	16	5	41.4	33.5	28.2		40.9	32.8	28.1	----
18.	ALL	84.			9.1	9.5	10.6	7.3	3	10	6	2	3	15	19	5	----	29.5	26.3	----	----	30.2	25.8	----
30.	ALL	ALL	78.		12.4	9.4	7.3	9.5	11	4	4	6	7	2	5	3	43.4	----	----	----	41.3	----	----	----
27.	99.	81.	60.	29.					124	79	51	1	39	50	51	6	51.2	41.9	39.4	----	49.2	41.2	34.0	----
25.	92.	93.			6.7	7.9	8.7		56	18	27		6	11	14	1	55.0	41.9	30.7		47.4	39.0	28.4	----
27.	ALL	ALL	40.						8	2	5	8	7	4	5	6	43.0	----	----	27.3	40.8	----	----	27.3
25.	99.	83.	36.	7.	8.1	7.6	6.9	6.5	79	63	23	3	13	20	19	12	52.1	44.2	35.1	----	54.4	37.9	32.2	----
23.	97.	86.	21	8.	7.4	9.1	10.1	----	490	254	131	8	57	76	86	5	62.0	46.4	38.0	----	57.2	45.2	37.6	----
26.	87.	83.	13.		7.2	8.1	9.2		54	83	68		1	15	40		----	37.1	31.0		----	34.6	30.9	
23.	91.	56.	16.						67	28	33	2	3	8	4	2	----	39.1	----	----	----	34.9	----	----
29.	98.	96.			9.7	10.3	10.4	----	112	32	38	2	17	15	23	2	58.5	41.1	33.7	----	53.4	37.5	34.1	----
27.	94.	62.	38.						60	43	19	1	22	18	15	4	51.0	41.4	34.4	----	49.4	39.3	34.8	----
20.	99.	30.			7.2	10.9	9.5	----	365	88	132	5	26	44	82	1	72.9	45.1	35.5	----	68.5	41.6	33.1	----
29.	96.	58.	65.		2.6	5.1	4.0	3.0	22	20	24	11	5	11	24	20	----	33.0	28.8	23.8	----	31.2	28.6	21.5
30.	99.	94.			6.6	7.0	9.1	8.8	257	217	153	21	24	73	106	30	56.6	40.4	34.4	25.0	49.3	38.5	30.3	22.0
17.	88.	33.	26.						12	5	12		5	4	7	5	----	----	27.3		----	----	27.2	----
20.	99.	86.	24.		8.5	8.4	8.4	4.7	139	76	64	17	28	24	42	5	59.3	43.3	36.2	----	60.8	43.8	35.4	----
18.	96.	84.	8.		8.6	8.9	7.9		93	105	66		13	29	52		51.2	37.0	30.8		43.6	36.9	29.9	
36.	ALL	84.	39.	2.	7.8	8.9	9.3	9.4	47	43	21	13	18	33	40	39	52.1	40.6	32.2	26.4	48.5	36.8	31.7	24.0
22.	95.	64.	9.		6.2	6.7	10.6	9.1	256	118	63	6	31	45	45	15	60.2	42.8	35.8	25.6	50.9	40.8	33.1	23.4
24.	87.	83.	20.	5.	5.5	6.6	7.3	7.5	147	124	92	6	10	38	60	15	66.2	45.1	33.4	28.9	71.4	45.3	32.4	25.7
22.		ALL	5.		----	14.2	11.9	----	2	3	7		1	6	14		----	----	25.8		----	----	25.2	
23.					3.0	3.0	3.0	3.0	126	102	76	17	37	47	68	17	47.3	40.1	33.4	29.6	49.3	41.0	33.3	28.8
16.									12	1	2		2	2		2	----	----	----		----	----		----
18.					4.0	4.8	7.7	4.9	15	29	25	4	16	24	25	6	39.0	33.6	31.3	----	39.6	30.4	28.8	----
17.	53.	19.	5.		7.9	6.4	8.9	6.5	13	13	23	15	2	8	17	13	----	24.0	21.1	18.1	----	23.6	22.3	18.2
25.	94.	88.	28.		7.7	10.0	8.3		28	14	18		5	3	11		----	----	28.3		----	----	27.0	
24.	80.	50.	17.		7.0	7.0	7.0	7.0	37	96	94	30	4	14	10	1	----	32.5	26.5	----	----	30.4	23.9	----
27.	95.	64.	21.		6.7	8.9	6.8	7.9	66	56	64	11	16	20	45	15	43.8	37.8	32.4	26.5	42.2	34.8	29.4	24.9
24.	93.	80.	17.		6.4	7.6	6.6	4.6	128	89	66	7	9	28	32	5	48.8	37.3	34.4	----	41.7	33.5	30.1	----
28.	95.	82.	6.		4.9	6.4	6.8	5.5	117	147	121	18	14	53	65	33	49.0	38.3	34.1	25.1	45.1	37.0	31.0	22.9
23.	26.	12.							24	20	17	8	3	5	18	1	----	----	25.7	----	----	----	23.5	----
24.	94.	86.	2.		6.3	8.4	8.6	----	428	226	116	5	47	94	68	2	50.2	37.2	32.9	----	44.3	33.6	29.6	----
26.	98.	86.	78.	39.	7.5	7.5	7.5	7.5	61	39	4	7	36	24	5	11	39.7	34.9	----	28.4	38.0	31.3	----	27.4
20.	97.	85.	18.		6.1	6.7	10.0	----	27	22	19	2	10	4	9		30.8	----	22.4	----	32.3	----	23.1	
27.	ALL	96.	44.	14.					21	13	8	11	10	12	10	11	35.4	28.7	24.6	20.3	34.9	27.5	24.6	20.5
26.	ALL	98.	58.	14.					212	154	53	19	79	133	48	39	40.5	34.2	29.0	23.3	38.8	32.5	27.9	23.8

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR

FLORIDA - (CONT'D)

NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Palm Beach Atlantic College		IIB	4	2	1		34.1	33.1	28.9	----	30.7	4	2	2		41.1	40.4	34.6	----	37.0
Rollins College	119	IIB	1	1	2	3	45.5	35.3	28.5	22.1	36.8	1	2	2	3	54.2	42.2	33.0	25.6	43.7
St.John Vianney College Sem.		IIB					----	----	----	----	29.9					----	----	----	----	37.4
Saint Leo College		IIB	4	4	4		30.5	26.3	24.6	----	26.7	5	4	4		36.2	31.3	29.5	----	31.8
Stetson University	131	IIA	2	3	3	5	47.9	34.4	30.1	20.5	38.3	2	3	3	5	60.4	43.2	38.4	25.0	48.2
University Central Florida	1	IIA	2	3	2	4	46.0	36.8	31.2	23.2	37.1	2	2	2	3	57.3	46.2	39.4	29.7	46.5
University of Florida		I	2	2	1	2	57.4	42.5	37.1	28.7	44.6	2	2	1	2	69.8	52.5	46.1	36.1	54.9
University of Miami	150	I	3	3	3	2	52.2	39.1	33.5	28.4	42.7	3	3	3	2	66.9	50.1	41.9	34.8	54.5
University of North Florida		IIA	3	3	2		43.6	35.0	31.5	----	36.0	3	3	2		54.7	44.2	39.8	----	45.4
University of South Florida	153	I	4	4	4	2	49.3	37.1	31.9	26.8	39.8	4	4	4	2	61.0	46.6	40.3	34.0	49.7
University of West Florida		IIA	2	3	3	2	45.8	35.4	29.4	25.6	36.8	2	3	3	2	56.6	44.1	37.1	31.8	45.8

GEORGIA

NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Agnes Scott College		IIB	2	2	2		42.9	34.7	28.8	----	35.2	2	2	2		51.8	42.1	35.2	----	42.7
Armstrong State College	2	IIB	2	2	2	2	40.4	33.5	27.2	23.8	31.5	2	2	2	2	50.7	42.1	34.4	29.4	39.6
Atlanta Christian College		IIB	5				26.8	----			25.5	5				32.3	----			30.8
Atlanta Metropolitan College	2	III		4	3		----	31.4	28.5	----	30.4		3	3		----	39.7	36.1	----	38.6
Augusta College		IIA	3	3	4	3	43.3	33.8	29.0	23.3	33.6	3	3	3	4	54.0	43.3	36.2	28.0	42.3
Berry College	3	IIB	2	2	3		40.9	32.6	26.7	----	32.3	2	2	2		50.3	40.5	33.1	----	40.0
Brunswick Junior College	2	III	4	3	3	3	36.6	31.9	27.0	24.3	28.4	3	3	3	2	46.5	40.7	34.8	31.5	36.5
Columbia Theological Sem.		IIA	5				34.5	----	----	----	32.5	4				50.4	----	----	----	47.9
Columbus College	2	IIA	4	3	3	4	39.4	33.[illegible]	30.4	23.1	35.0	4	3	3	3	49.3	42.6	38.3	28.3	44.0
Covenant College		IIB	4	3	4		33.8	31.2	23.7		30.6	3	3	4		42.0	37.9	28.5		37.6
DeKalb College	2	III	3	2	3	4	39.1	34.9	28.9	23.0	31.0	3	2	2	3	49.0	43.9	36.6	29.5	39.2
East Georgia College	1	III			3		----	----	28.6	----	28.7			2		----	----	37.1	----	37.1
Emory University		I	2	3	4	2	60.2	40.8	31.4	26.7	45.5	2	3	4	2	72.8	51.2	39.9	33.4	56.2
Floyd College	2	III	3	4	3	5	39.7	28.7	27.1	20.6	29.2	2	4	3	4	50.3	36.3	34.6	26.8	37.1
Gainesville College	2	III	2	4	3	4	40.8	30.0	27.7	22.2	29.0	2	4	3	4	50.7	37.8	34.8	28.0	36.5
Georgia College	2	IIA	4	4	3	4	39.8	33.0	30.4	23.0	33.5	4	4	2	3	50.1	41.9	38.6	29.2	42.5
Georgia Institute of Tech.	1	I	2	2	1*	3	57.6	42.7	39.1	26.3	47.6	2	2	1	2	70.9	53.3	49.1	33.9	59.1
Georgia Southwestern College	1	IIA	4	4	4		39.8	33.0	28.8	----	34.4	3	3	3		50.7	42.4	37.2	----	44.0
Georgia State University		I	3	3	3	4	53.7	39.8	32.8	24.1	42.2	3	3	3	3	65.7	49.5	41.1	30.5	52.2
Interdenominat'l Theol. Ctr.		IIA	4	5			38.9	29.5	----	----	30.9	4	5			45.5	34.9	----	----	36.4
Kennesaw College	2	IIB	1	1	1	3	44.5	36.0	29.9	21.9	34.3	1	1	1	2	55.6	45.0	37.5	28.2	43.0
Macon College	2	III	4	3	3	4	36.8	32.3	27.1	22.9	28.9	3	3	3	4	46.2	40.7	34.3	29.3	36.6
Oglethorpe University		IIB	3	3	3		37.9	31.0	26.0		33.4	3	3	3		45.2	37.1	30.6		39.9
Paine College	1	IIB	5	5	5	5	26.9	21.6	19.7	17.3	20.5	5	5	5	5	31.4	25.2	23.0	19.8	23.8
Savannah State College	2	IIB	2	2	2	2	42.5	33.9	28.4	24.5	34.3	2	2	1	1	53.5	42.9	36.2	31.2	43.5
Shorter College		IIB	4	4	4	3	32.7	26.1	24.1	21.0	25.7	4	5	4	4	38.9	30.4	28.0	24.6	30.1
Southern College of Tech.	1	IIB	2	1	1		39.1	38.7	30.6	----	35.6	2	1	1		49.3	47.7	38.6	----	44.5
Thomas College		III					----	----	----		22.8					----	----	----		25.6
University of Georgia		I	3	4	4	5	53.7	37.6	31.9	22.0	40.8	3	4	3	4	66.7	47.7	40.6	27.9	51.2
Valdosta State College	4	IIA	3	3	3	3	42.3	34.8	29.7	23.6	34.2	3	3	3	3	52.9	43.7	37.5	30.1	43.0
Wesleyan College		IIB	2	2	1		39.5	34.1	29.8	----	32.9	3	2	2		46.6	40.8	34.6	----	38.7
West Georgia College		IIA	3	4	3	4	41.4	33.6	30.4	21.7	34.1	3	3	2	4	51.9	42.3	38.5	27.5	43.0

HAWAII

NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Chaminade Univ. of Honolulu		IIB	5	5	5		25.9	25.0	21.0	----	23.2	5	5	5		31.1	31.2	25.6	----	28.3
Univ. of Hawaii at Manoa	27	I	3	3	3	3	52.4	39.9	32.8	25.6	42.3	4	4	4	4	58.7	45.4	37.6	29.6	47.9
Univ. of Hawaii at Hilo	27	IIB	1	1	1		43.9	35.4	29.8	----	34.3	2	2	2		49.9	40.5	34.3	----	39.3
Univ. of Hawaii-West Oahu	27	IIB	3				37.1	----	----		34.5	3				42.3	----	----		39.5

IDAHO

NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Boise State University		IIA	5	4	4		36.7	31.5	27.8	----	31.6	5	4	4		44.8	38.7	34.2	----	38.8
College of Southern Idaho	48	III	5	5	5		28.8	26.7	23.6	----	26.4	5	5	5		34.3	31.6	28.3	----	31.4
Idaho State University	72	IIA	4	4	4	2	37.3	31.7	27.7	25.2	30.2	5	4	4	2	45.4	38.9	34.1	31.2	37.1
Lewis-Clark State College		IIB	4	4	4		31.8	28.3	24.6	----	27.8	4	4	3		39.0	34.6	30.2	----	34.0
Northwest Nazarene College		IIB									25.0									31.4
University of Idaho		I	5	5	4		42.0	33.6	30.9	----	36.6	5	5	4		50.7	40.9	37.7	----	44.4

ILLINOIS

NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Augustana College		IIB	1	1	2	1	45.2	36.2	28.8	25.2	35.2	1	1	1	1	55.6	44.8	36.1	30.7	43.5
Aurora University		IIB	4	3	2		33.8	30.8	28.2		30.4	4	3	3		39.4	35.9	31.7		35.0
Barat College		IIB	3	5	5		36.0	25.7	22.2	----	25.2	3	5	5		42.7	29.8	25.7	----	29.3
Blackburn University		IIB									28.1									33.5
Bradley Univeresity		IIA	3	3	3	4	43.1	35.9	29.7	21.7	34.9	3	3	3	4	51.2	43.3	35.8	26.0	41.8
Chicaco State University		IIA	5	5	5	4	35.5	29.3	25.7	22.4	30.0	5	5	5	5	39.8	33.0	29.0	25.5	33.7
Chicago Theological Seminary		IIA					----	----	----		36.8					----	----	----		47.0
College of DuPage		III	1	1	1	1	45.9	38.8	32.8	27.9	39.8	2	2	2	2	52.5	45.0	38.6	33.2	46.0
Concordia College		IIB	4	4	5		30.9	27.4	22.0		27.0	4	4	4		37.6	34.0	28.9		33.7
DePaul University		IIA	1	1	1	2	51.4	40.8	35.1	26.1	40.0	1	1	1	2	63.4	50.7	43.1	31.8	49.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.									6	12	11	2	1	2	4	2	----	----	----	----	----	----	----	----
19.	90.	85.	13.		6.5	6.1	9.4	----	45	47	15	2	7	13	9	9	46.4	35.9	28.8	----	39.9	33.3	28.0	----
25.					----	----	----	----	2	1	2				1	1	----	----	----				----	----
19.	ALL	89.	89.		5.3	6.5	6.5	----	12	10	12		2	8	6	1	----	26.1	25.1		----	26.5	23.6	----
26.	97.	86.	10.		5.8	6.1	8.0	14.4	58	24	27	3	8	12	12	7	48.7	34.7	32.0	----	42.3	33.9	25.9	----
25.	94.	87.	21.						142	155	98	15	9	33	46	16	46.3	37.2	31.9	23.9	41.8	34.8	29.7	22.7
23.	94.	82.	8.		15.2	21.5	21.3	8.8	954	625	497	34	79	147	151	68	58.0	43.1	38.0	32.6	49.7	39.9	33.9	26.7
28.	93.	74.	3.		5.7	6.4	7.6	----	273	156	82	13	26	39	35	8	52.7	39.4	34.5	29.4	47.5	37.7	31.1	26.8
26.	95.	79.	17.		5.1	5.3	7.0	----	48	49	40	2	8	21	25	3	44.0	35.2	32.7	----	41.3	34.6	29.6	----
25.	96.	83.	9.		6.0	7.3	9.1	8.3	341	252	129	26	43	100	63	39	49.7	37.9	32.8	25.2	46.9	35.2	30.0	27.8
24.	93.	91.	30.						68	67	26	8	5	18	21	9	----	36.2	30.8	25.3	----	32.2	27.7	25.8
21.	95.	91.	16.		4.9	4.8	8.6	----	10	11	7		10	11	12	2	44.2	35.1	28.0		41.6	34.3	29.3	----
26.	97.	88.	41.						33	15	25	1	2	10	48	6	----	32.2	27.8	----	----	35.4	26.9	----
21.					3.0	----			8					2			----					----		
27.		94.	69.		----	4.1	4.0	----	1	18	6	1		15	7	2	----	31.7	28.2	----		31.1	28.9	----
26.	95.	90.	36.		----	4.8	5.5	7.1	30	35	25	7	8	17	25	7	44.2	34.3	29.0	22.7	40.2	32.7	28.9	23.8
24.	79.	63.	17.		6.2	5.4	5.2	----	25	18	21		3	1	14	4	----	----	27.6		----	----	25.3	----
29.	83.	80.	25.		----	4.0	3.9	4.2	3	6	8	6	3	4	8	9	----	----	27.8	24.6	----	----	26.2	24.1
47.	ALL								12	5	1	1	2		1		----	----	----	----	----		----	
26.	97.	78.	18.		2.3	6.3	4.8	----	59	46	17	1	14	19	17	6	39.8	33.7	30.8	----	37.7	33.9	30.1	----
23.	50.	25.			6.7	7.0	7.0		18	8	9						----	----	----					
26.	33.	13.							16	44	25	15	11	38	30	37	38.9	35.5	30.4	24.0	39.4	34.2	27.6	22.7
29.			71.		----	----	4.5	----		5	6	3	1		1			----	----	----	----		----	
23.	99.	98.	85.	50.					124	96	45	5	17	32	40	9	61.7	42.0	31.7	----	49.2	37.0	31.2	----
27.	ALL	92.	38.		4.1	4.3	4.2	----	9	5	7	4	3	8	6	7	----	----	27.9	----	----	----	26.1	----
26.	ALL	85.	43.		5.9	7.5	8.5	8.1	5	10	10	5	4	10	11	9	----	30.5	29.2	----	----	29.5	26.3	----
27.	82.	69.	14.		7.6	10.5	11.5	14.3	33	29	28	5	12	19	22	4	40.8	33.3	31.9	----	36.9	32.4	28.5	----
24.	88.	78.	7.		5.3	4.8	6.4	4.4	229	169	114	4	1	16	17	3	----	43.2	39.4	----	----	37.9	36.8	----
28.	91.	88.	34.						38	18	19	2	7	7	13	2	39.8	34.0	29.9	----	39.7	30.6	27.3	----
24.	95.	84.	15.		4.3	5.2	5.5	5.9	233	187	104	11	28	73	87	20	54.2	40.6	33.6	24.7	49.2	37.8	31.8	23.8
18.	ALL	43.			4.2.	4.2	----	----	6	7	4	1	1		1	1	----	----	----	----	----		----	----
25.	77.	62.	17.						30	49	34	11	17	30	44	11	47.0	37.3	30.5	22.4	40.2	33.9	29.4	21.4
27.	84.	93.	42.		5.0	4.9	4.1	4.5	13	10	15	6	6	5	21	17	38.0	----	26.4	23.9	34.4	----	27.6	22.6
20.	ALL	50.	13.		6.2	6.6	----		13	7	6		5	3	2		----	----	----		----	----	----	
16.	71.	40.	19.		6.5	4.4	2.5	3.4	5	9	12	4	2	1	9	8	----	----	20.2	----	----	----	19.0	----
27.	95.	78.	11.		8.4	6.0	5.5	4.5	31	26	23	2	6	14	12	6	43.3	35.2	29.5	----	38.6	31.4	26.4	----
17.	ALL	71.	23.		5.9	11.7	9.2	----	7	8	15	4	2	6	7	3	----	26.8	24.6	----	----	25.3	22.9	----
25.	ALL	70.	12.		4.5	4.5	5.0	----	28	42	35	1	3	8	7	3	----	40.2	30.7	----	----	30.7	30.0	----
12.					----	----	----		3	1	4			1			----	----	----			----		
26.	97.	90.	8.		4.4	4.8	5.4	4.2	560	456	338	38	32	95	145	48	53.9	38.0	32.9	22.3	50.3	35.7	29.7	21.8
26.	86.	72.	26.						55	47	61	6	16	14	34	12	43.6	35.4	30.8	24.0	38.0	32.9	27.6	23.3
18.	88.	64.			9.0	7.9	10.2	----	5	7	9		3	4	11	1	----	----	29.3		----	----	30.2	----
26.	91.	92.	27.		4.1	4.2	4.1	6.4	64	53	35	10	14	11	24	15	41.9	33.9	30.5	21.7	38.9	32.1	30.3	21.7
22.	80.	69.	10.		5.8	5.4	5.6	----	12	8	13	2	3	5	7	2	----	----	21.0	----	----	----	20.9	----
13.	96.	80.	14.	13.	6.0	6.0	6.0	6.0	370	219	145	11	36	77	98	52	53.0	40.4	33.3	25.5	46.3	38.6	32.1	25.6
14.	97.	93.	11.		6.0	6.0	6.0	----	30	34	29	1		7	17	3	----	35.8	30.1	----		33.5	29.4	----
14.	ALL				----	----	----		4	4	1		2				----	----	----		----			
23.	95.	72.	25.		2.6	2.7	3.6	4.3	123	79	42	1	12	30	31	3	36.8	32.3	29.2	----	36.2	29.6	25.8	----
19.					2.4	2.5	3.1	----	36	17	26	4					----	----	----	----				
23.	97.	80.	8.	53.	2.2	2.2	3.1	2.8	86	47	66	69	7	23	34	31	37.5	32.1	28.2	26.5	34.5	30.9	26.7	22.5
23.	92.	63.	6.		7.9	3.5	3.7	----	21	20	20	1	5	15	15	1	----	28.3	25.3	----	----	28.3	23.6	----
26.																								
21.	95.	83.	19.		3.4	3.8	4.1	----	212	116	98	3	9	31	24	2	42.0	33.9	31.1	----	41.1	32.6	29.8	----
24.	ALL	ALL	6.		9.9	8.8	14.5	14.0	28	26	18	6	6	10	16	10	45.4	36.2	29.0	24.1	44.1	35.9	28.7	25.8
15.	13.				6.3	6.1	6.3		14	15	16		2	12	14		----	32.2	28.6		----	29.0	27.7	
16.	ALL	75.	13.		9.2	9.8	10.9	----	3	2	8		3	6	7	4	----	----	23.3		----	----	21.0	----
19.																								
20.	91.	80.	27.	5.	8.4	7.0	6.7	13.3	65	80	49	9	5	9	25	12	----	36.3	30.8	24.1	----	32.8	27.5	19.9
13.	93.	47.	16.	4.	6.3	6.7	7.0	8.2	79	37	39	5	36	27	24	19	36.0	29.5	25.1	----	34.6	29.1	26.7	----
28.					----	----	----		4	2	1			2	1		----	----	----			----	----	
16.	ALL	96.	70.	8.	5.9	6.8	9.3	-47.3	81	35	28	2	17	15	29	10	45.9	38.5	34.1	----	46.2	39.4	31.5	----
25.	93.	75.	4.		4.8	9.0	5.2		24	24	15		5	8	10		----	27.8	22.6		----	26.2	21.2	
23.	96.	80.	14.	2.	7.0	8.3	8.2	10.8	87	111	78	24	15	47	36	26	51.8	42.0	35.1	27.1	49.4	37.8	35.0	25.2

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
ILLINOIS																				
Eastern Illinois University		IIA	5	4	4	5	36.8	31.1	27.4	20.1	30.6	5	5	5	5	41.0	34.9	30.8	23.0	34.3
Elmhurst College		IIB	2	2	2		40.8	33.9	27.6	----	32.6	2	2	2		52.1	42.1	33.3	----	40.3
Eureka College		IIB	4	4	4		30.9	27.0	23.4		26.1	4	4	4		36.7	32.2	28.1		31.2
Governors State University		IIA									34.5									38.5
Illinois Benedictine College		IIA	4	5	4		38.1	30.0	29.1		32.6	5	5	4		44.3	34.3	33.1		37.6
Illinois Central College		III	3	3	4	3	37.8	32.6	26.5	24.4	33.6	4	4	4	4	43.0	37.4	31.0	28.6	38.5
Illinois College		IIB	3	2	4		36.7	33.3	24.7	----	30.9	3	2	4		44.4	40.0	29.6	----	37.1
Illinois Institute of Tech.		I	3	3	4	5	54.7	39.9	32.2	20.4	40.4	3	3	5	5	65.0	48.6	37.2	24.7	48.1
Illinois State University		IIA	3	3	2		43.7	35.2	30.9		37.6	4	4	4		48.7	39.5	34.9		42.1
Illinois Wesleyan University		IIB	2	3	3	2	39.4	31.7	26.7	24.4	30.9	2	2	3	2	48.3	39.4	32.1	28.1	37.6
Judson College		IIB	4	3	4		31.8	29.6	24.1	----	27.0	4	3	4		39.8	36.2	29.7	----	33.4
Knox College		IIB	2	2	2		40.5	32.3	27.2	----	34.1	2	2	3		51.2	39.9	31.7	----	42.0
Lake Forest College		IIB	1	1	1		47.6	39.0	29.6	----	37.3	1*	1*	1		65.7	51.0	36.7	----	49.2
Lewis University		IIA	5	5	5	3	35.3	29.3	25.9	24.0	30.1	5	5	5	4	41.7	34.4	30.4	28.2	35.4
Loyola Univ. of Chicago		I	3	3	3	1*	53.1	41.0	33.6	34.1	41.7	4	3	3	1	63.0	49.2	41.1	41.2	50.1
MacCormac College		III		5	5		----	22.7	20.9	----	21.8		5	5		----	26.7	24.6	----	25.6
Mennonite College of Nursing		IIB				2		----	----	22.8	24.3				3		----	----	26.3	28.0
Millikin University		IIB	1	2	2	2	43.4	34.6	27.0	22.7	32.9	2	2	2	2	52.6	42.7	33.1	27.4	40.2
Monmouth College		IIB	2	2	3		38.8	32.8	25.2	----	32.0	3	2	3		46.1	42.2	30.6	----	38.9
Moraine Valley Comm. College		III	2	3	2	2	42.3	33.7	29.1	25.9	35.0	3	3	3	3	48.7	39.5	34.6	31.1	40.9
Nat'l Coll. of Chiropractic		IIB	3	4	3	2	35.6	28.9	25.6	24.2	28.2	3	3	3	2	43.3	35.1	31.1	29.2	34.2
National College of Educ.	96	IIA	3	4	4		43.2	33.2	28.3	----	29.4	3	4	4		51.0	39.5	32.9	----	34.6
North Central College		IIB	2	2	1		41.2	33.5	29.6	----	33.2	2	3	2		50.1	39.1	34.1	----	39.0
North Park College		IIB	4	4	4		33.0	28.2	23.9	----	28.3	3	3	4		41.8	35.3	29.0	----	35.3
Northeastern Illinois Univ.		IIA	5	5	4		36.4	30.7	27.8	----	32.1	5	5	5		40.4	34.2	31.1	----	35.7
Northern Illinois University		I	4	4	5	5	46.8	36.6	30.3	19.0	35.1	5	5	5	5	51.7	40.7	33.9	21.6	39.1
Northwestern University		I	1	1	1		64.4	44.1	38.9		53.0	1	2	1		77.1	53.7	45.7		63.5
Olivet Nazarene College		IIA	5	5	5	5	29.0	25.3	22.3	20.0	24.8	5	5	5	4	36.8	32.4	28.8	26.0	31.8
Parks Coll.of St.Louis Univ.		IIB	2	1	1*	1	42.2	35.5	32.5	27.0	35.3	2	2	1	2	48.9	40.9	37.0	30.0	40.5
Principia College		IIB	2	2	1	2	39.8	32.9	29.3	23.9	34.3	2	2	2	2	49.2	42.3	34.4	29.6	42.6
Quincy College		IIB	4	4	4		30.5	28.2	22.8	----	27.0	5	4	4		35.5	33.4	27.4	----	32.0
Richland Community College		III	4	3	3	4	32.9	32.0	27.7	21.9	29.9	5	4	4	4	38.0	37.0	32.5	26.2	34.8
Rockford College		IIB	4	4	4		32.8	27.0	24.2	----	28.2	4	4	4		38.0	31.4	28.2	----	32.8
Roosevelt University		IIA	5	4	4		36.8	31.6	29.1	----	32.6	4	4	3		47.1	40.8	36.4	----	41.5
Rosary College		IIB		3	1		----	31.5	29.5	----	31.0		3	2		----	37.9	35.4	----	37.2
Saint Augustine College		III									20.5									25.0
Saint Xavier College		IIB	3	3	3	3	37.0	31.2	25.2	21.6	28.8	3	3	3	3	44.8	37.9	30.2	25.5	34.7
Sangamon State University		IIA	3	3	3		41.5	35.8	29.9	----	35.3	4	4	4		46.2	40.0	33.6	----	39.4
Sauk Valley Community Coll.		III	4	4	4		35.3	31.3	26.3	----	30.8	4	4	4		41.3	36.8	31.7	----	36.4
School of the Art Institute		IIB	2	2	3		39.0	32.3	25.4		31.4	2	2	3		49.6	39.7	30.5		38.5
Southern Ill.Univ-Carbondale		I	4	4	5	4	46.8	36.1	29.7	24.5	34.9	5	5	5	4	51.7	40.1	33.2	27.6	38.8
Southern Ill.Univ-Edwardsvle		IIA	3	3	3	3	43.2	36.5	30.4	24.8	36.4	4	4	4	4	47.8	39.9	34.1	28.0	40.3
Spertus College of Judaica		IIB	1				48.0	----			45.0	1				58.2	----			54.7
Trinity Christian College		IIB	3	3	2		34.4	31.1	28.2	----	29.5	4	3	2		40.5	37.4	33.6	----	35.1
Trinity College		IIB		4	4		----	27.6	23.1	----	25.7		4	4		----	31.7	27.0	----	29.7
Trinity Evangelical Div.Sch.		IIA	4	4	3		40.1	33.1	29.9	----	35.1	4	5	4		46.2	37.4	34.4	----	40.3
University of Chicago		I	1	1	1	1	67.7	44.9	38.0	30.5	55.5	1	1	1*	1	83.5	57.6	49.7	41.1	69.6
Univ. of Illinois-Urbana		I	2	3	1		57.2	40.8	36.4	----	47.7	4	4	3		63.0	45.2	40.5	----	52.7
Univ. of Illinois-Chicago		I	3	3	3	3	54.6	39.0	34.1	25.2	41.9	4	5	4	4	60.2	43.3	38.1	28.3	46.5
Western Illinois University		IIA	4	4	3	5	37.6	33.5	29.2	18.1	31.9	5	5	4	5	41.8	37.4	32.8	20.8	35.7
Wheaton College		IIA	4	3	3		40.7	34.9	30.0		36.2	4	3	3		50.0	42.7	36.1		44.2
INDIANA																				
Ball State University	39	I	5	5	5	5	42.7	35.0	28.0	18.6	33.0	5	5	5	5	52.4	43.2	34.7	22.5	40.6
Butler University	4	IIA	4	4	4	4	39.1	33.3	28.2	22.3	33.0	4	4	4	4	48.7	41.5	34.0	26.0	40.7
DePauw University		IIB	1	2	2		44.3	34.2	27.6		35.9	1	2	2		57.1	43.5	34.4		45.8
Earlham College		IIB	2	3	2		41.3	29.6	27.4		35.2	2	3	2		52.4	36.6	33.3		44.1
Fort Wayne Bible College		IIB		5	5		----	21.4	19.1		20.9		5	5		----	25.1	23.1		25.0
Franklin College of Indiana		IIB	5	4	4		28.8	27.1	24.3		26.5	5	4	4		35.0	33.2	28.9		32.0
Goshen College	14	IIB	5	5	5		27.2	24.1	21.9		24.9	5	5	4		34.1	30.5	27.0		31.2
Grace Schools, Inc.	68	IIB	5	5			29.1	24.7	----	----	25.7	5	5			35.6	29.3	----	----	31.1
Hanover College		IIB	2	3	3	2	42.6	31.6	25.0	23.5	32.8	2	3	4	3	52.2	38.4	29.2	26.7	39.5
Huntington College		IIB	3	3	3	3	36.6	30.6	25.4	21.4	28.1	3	3	3	3	44.8	37.0	30.8	26.3	34.1
Indiana State University	2	I	5	5	5	5	42.5	33.6	27.7	19.8	34.5	5	5	5	5	53.9	42.3	34.5	23.4	43.4
Indiana Univ.-Bloomington		I	3	4	4		54.5	38.6	32.3	----	44.2	3	3	3		68.5	49.5	41.8	----	56.1
Indiana Univ.-East		III			4		----	----	26.0		26.6			3		----	----	34.1		34.7
Indiana-Purdue U.-Fort Wayne		IIA	3	3	4	5	42.5	34.0	27.3	19.3	32.1	3	3	4	5	53.6	43.5	34.5	21.8	40.7
Indiana Univ.-Indianapolis		IIA	1	2	2		50.7	37.1	31.0	----	36.7	1	2	2		64.4	47.8	40.3	----	47.1
Indiana Univ. at Kokomo		IIB	2	2	2		38.8	34.0	28.8		30.9	2	1	1		50.3	43.9	37.5		40.0
Indiana Univ.-Northwest		IIA	2	3	3		46.4	35.8	29.2	----	34.3	2	2	3		59.0	46.2	37.9	----	44.3
Indiana Univ. at South Bend		IIA	3	3	3		42.3	35.4	29.9	----	35.1	3	2	2		54.1	45.7	38.7	----	45.3
Indiana Univ.-Southeast		IIA	3	4	5		41.3	33.5	26.5		32.8	3	3	4		52.8	43.3	34.6		42.3
Indiana Wesleyan University	75	IIB	5	5	5		27.8	21.1	19.7	----	21.9	5	5	5		33.9	26.2	24.5	----	26.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
12.	ALL	78.	22.		5.6	6.7	8.4	7.9	161	105	93	26	28	39	50	47	37.3	31.8	28.1	22.1	33.6	29.3	26.1	19.0
24.	ALL	95.	36.		5.9	6.1	6.2	----	26	16	24	1	3	5	23	3	----	----	27.7	----	----	----	27.5	----
19.	ALL	50.							6	9	12		2	1	5		----	----	----		----	----	----	
12.																								
15.	72.	44.			6.2	5.4	6.9		23	22	12		6	12	7		37.1	29.2	30.3		41.7	31.5	27.1	
15.	ALL	ALL	70.	47.	5.0	5.3	5.7	5.7	67	40	5	12	19	18	15	5	38.3	32.9	----	----	36.3	31.9	----	----
20.	ALL	83.			8.2	8.3	8.0	----	14	11	8	3	2	1	4	2	----	----	----	----	----	----	----	----
19.	95.	85.			4.9	6.3	5.8	4.1	80	89	45	14	2	12	15	5	----	39.9	32.5	----	----	40.0	31.6	----
12.	98.	81.	24.		10.7	10.2	10.1		239	163	114		40	44	68		43.8	35.6	31.0		43.2	33.8	30.8	
22.	86.	91.	35.		2.9	3.8	2.8	5.3	25	29	21	5	4	6	27	6	----	32.6	27.1	----	----	27.3	26.4	----
24.	ALL	ALL			4.4	----	5.8	----	6	5	9	1	1	1	3	1	----	----	----	----	----	----	----	----
23.	ALL	ALL			7.7	10.5	13.2	----	32	11	10	3	2	6	9	2	----	33.0	27.3	----	----	31.1	27.2	----
32.	97.	89.			6.6	6.9	8.2	----	26	15	16	1	3	4	15	2	----	----	29.3	----	----	----	29.9	----
18.	78.	50.							26	19	15	6	11	5	5	9	35.2	----	----	26.0	35.4	----	----	22.8
20.	98.	85.	29.	13.	6.2	5.6	6.8	7.6	128	157	112	10	19	66	61	5	53.8	41.4	34.6	----	48.1	40.1	31.9	----
18.									1	6	6		1	1	3	2	----	----	----		----	----	----	----
15.														1	2	10						----	----	----
22.	87.	82.	23.		5.9	6.1	6.4	6.0	23	29	16	6		10	15	2	----	35.3	28.0	----		32.5	25.9	----
21.	ALL	75.	6.		6.0	8.7	9.9	----	19	8	11	3	1		5	1	----	----	----	----	----		----	----
17.	94.	89.	75.	21.	8.8	9.1	8.3	6.0	45	38	26	11	19	25	18	3	42.4	33.9	30.1	----	42.1	33.4	27.7	----
21.	82.	43.			8.6	7.2	15.5	----	10	7	11	8	1		5	3	----	----	----	----	----		----	----
18.	ALL	78.	6.						8	14	18	1	6	13	30	3	43.5	34.3	28.6	----	42.7	32.0	28.1	----
17.	ALL	38.	16.		6.0	6.7	8.7	----	14	22	23	1	4	4	14	2	----	----	28.8	----	----	----	31.1	----
25.	ALL	ALL	ALL		8.1	6.5	7.0	----	12	11	3		4	5	10	2	----	----	----		----	----	----	----
11.	ALL	88.	41.		5.8	6.2	6.7	----	119	40	53		50	32	40	1	37.1	31.5	29.2		34.8	29.7	26.0	----
11.	96.	88.	20.		9.0	9.4	9.0	8.2	297	208	167	45	37	67	81	96	47.2	37.7	30.9	19.2	43.4	33.2	28.9	18.8
20.	97.	78.	2.		6.8	7.4	8.7	----	406	171	156		33	46	59		64.7	44.6	40.3		60.5	41.9	35.3	
28.	96.	86.	22.		6.1	7.5	6.3	6.2	22	18	10	5	2	11	13	6	----	26.0	22.9	----	----	24.3	21.7	----
15.	64.	67.	27.		6.1	6.8	5.7	6.3	14	21	14	5			1	2	----	----	----	----			----	----
24.									17	8	5	5	6	4	2	2	40.5	----	----	----	37.8	----	----	----
18.	ALL	90.			5.0	5.5	5.0	----	14	18	12		2	2	5	1	----	----	----		----	----	----	----
16.	ALL	92.	64.		7.4	8.0	8.2	----	9	10	6	1	7	2	5	5	32.8	----	----	----	33.0	----	----	----
16.	96.	73.			5.2	4.9	3.0		20	10	10		4	5	10	2	----	----	25.9		----	----	22.5	----
28.	96.	66.	28.		9.9	10.1	10.4	----	41	37	21	3	11	13	18	1	37.4	32.9	30.3	----	34.4	27.9	27.7	----
20.		91.	80.		----	11.8	11.6	----	3	12	8			11	7	1	----	32.2	31.9			30.7	26.7	----
22.																								
21.	ALL	73.	5.		6.0	6.0	7.1	7.8	12	20	11	1	5	28	28	13	----	32.0	24.7	----	----	30.5	25.4	----
12.	ALL	86.	9.		9.6	9.0	6.3	----	38	48	31	1	5	21	13	2	----	36.5	31.2	----	----	34.4	26.8	----
18.	ALL	ALL	60.		5.0	5.4	5.0	----	14	11	8	1	3	3	7	1	----	----	27.0	----	----	----	25.5	----
23.	ALL	ALL			7.2	8.2	9.1		18	20	7		7	13	8		39.0	32.0	26.2		39.0	32.7	24.7	
11.	98.	92.	23.	20.	6.6	8.2	7.8	8.2	244	226	250	31	20	40	92	24	47.1	36.4	30.4	25.0	44.0	34.7	27.9	23.9
11.	ALL	93.	28.	17.	10.4	11.4	9.1	8.9	178	90	73	11	22	33	34	25	43.5	37.4	31.8	30.1	40.5	34.2	27.4	22.5
21.	67.				5.0	----			6					1			----					----		
19.	71.	56.							6	9	7	1	1		8	2	----	----	27.8	----	----		28.6	----
16.		67.							5	5	10	2		1	2	2	----	----	----	----		----	----	----
15.	73.	50.			5.3	5.9	5.3		15	8	8	1					----	----	----	----				
25.	ALL	76.							421	124	129	33	36	32	34	11	68.5	45.4	39.2	31.2	58.5	43.2	33.4	28.4
10.	ALL	98.	3.		7.6	8.4	10.5	----	884	456	319	3	61	86	104		57.8	41.4	37.4	----	48.9	37.8	33.2	
11.	99.	96.	13.	41.	7.1	7.8	10.4	7.5	319	296	174	12	55	87	132	15	55.4	39.3	35.4	25.2	50.1	38.1	32.5	25.2
12.	99.	86.	23.		5.9	6.1	6.3	6.6	206	126	89	26	34	33	43	52	38.0	33.8	29.8	19.2	35.2	32.3	27.9	17.6
22.	93.	71.			5.2	5.2	5.2		50	44	21		7	12	9		40.7	35.0	30.5		40.5	34.4	28.6	
23.	96.	69.	26.	7.	4.4	5.2	6.0	8.6	266	116	145	46	46	37	112	94	42.9	35.4	28.6	18.4	41.7	33.6	27.3	18.7
23.	97.	88.	23.	14.	6.0	6.7	8.0	----	51	36	34	4	7	14	18	3	39.1	34.0	28.9	----	39.0	31.4	26.8	----
27.	ALL	96.	12.		5.5	6.9	8.2		46	38	25		6	15	16		44.4	35.1	27.9		43.0	32.0	27.1	
25.	ALL	90.	11.		5.5	7.4	7.6		36	7	17		9	3	11		42.8	----	27.4		35.4	----	27.4	
20.		50.			----	4.5	5.9		2	6	7		1	2	2		----	----	----		----	----	----	
21.	ALL	93.			4.5	5.3	5.4		12	12	11		3	3	9		----	----	24.1		----	----	24.6	
26.	93.	56.	8.						26	17	8		2	15	5		----	24.7	----		----	23.3	----	
21.					2.9	3.1	----	----	12	8	1	2	1	4	2		----	----	----	----	----	----	----	
20.	ALL	86.			6.4	7.0	7.5	7.2	25	17	11	7	1	5	4	5	----	----	----	----	----	----	----	----
21.	ALL	91.	17.		5.7	13.5	7.9	8.4	5	9	7	4	1	2	5	2	----	----	----	----	----	----	----	----
26.	98.	78.	39.	2.	5.4	5.9	5.7	5.4	236	111	88	21	35	32	90	36	42.8	33.8	28.9	20.3	40.9	33.1	26.6	19.6
27.	95.	78.	3.		5.5	6.1	7.6	----	539	231	171	2	66	93	91	1	55.3	39.9	33.5	----	48.3	35.5	30.2	----
30.			8.		----	4.6	7.7		5	4	5			1	8		----	----	----			----	----	
27.	96.	90.	28.		5.9	5.3	6.3	----	40	89	65	3	6	26	39	5	43.1	34.6	28.5	----	38.7	32.0	25.3	----
28.	97.	87.	28.		5.8	6.1	6.1	----	122	150	97		21	71	80	1	51.4	38.6	33.6		46.7	34.1	28.0	----
30.	ALL	85.	26.		7.4	6.5	6.2		8	13	7		2	7	12		----	34.1	30.8		----	33.8	27.6	
29.	95.	83.	5.		5.4	6.5	6.7	----	19	39	22		2	14	20	1	----	36.5	30.6		----	33.9	27.6	----
29.	ALL	81.	17.		6.0	7.6	6.6		34	56	17		4	7	13	1	----	35.7	30.8		----	33.0	28.7	----
29.	ALL	93.	4.		7.3	7.9	6.6		30	22	10		6	8	14		41.1	34.3	29.4		42.1	31.3	24.5	
23.	56.	38.							12	9	15	1	4	7	12	3	----	18.7	19.4	----	----	24.1	20.2	----

APPENDIX I	N O T E S	(1) INST CATE GORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
I N D I A N A - (CONT'D)																				
Manchester College		IIB	4	4	3	4	34.2	27.8	25.0	20.8	28.7	3	4	4	4	42.4	34.1	29.8	24.7	35.1
Oakland City College		IIB	5	5	5	5	22.4	21.1	19.9	18.7	20.3	5	5	5	4	27.4	26.3	25.0	22.8	25.1
Purdue Univ.-Main Campus		I	2	3	3	5	57.8	40.6	34.1	21.1	44.6	2	3	3	5	71.2	50.6	41.8	23.8	54.9
Purdue University-Calumet		IIA	3	3	3	4	44.2	35.5	29.5	22.3	34.1	3	3	3	5	55.5	44.7	36.4	25.0	42.5
Purdue University-No.Central		III	2	3	4		40.4	32.7	26.8		31.5	2	3	4		50.9	41.3	33.5		39.5
Rose-Hulman Inst. of Tech.		IIB	1	1*	1*		45.4	40.4	34.7		42.3	1	1*	1*		57.6	52.2	46.1		54.2
Saint Joseph's College	120	IIB	4	3	2		32.5	29.1	27.4	----	29.1	3	3	2		42.3	37.8	33.5	----	36.9
Saint Mary's College		IIB	1	2	2		44.1	34.8	27.3	----	32.3	1	1	2		55.1	44.1	34.7	----	40.8
Saint Meinrad College		IIB	4				30.8	----	----		29.5	5				35.5	----	----		35.0
Saint Meinrad Sch.of Theol.		IIA					----	----	----		29.6					----	----	----		32.4
Taylor University		IIB	4	4	4		30.3	27.2	23.7	----	27.5	4	3	3		40.6	38.1	30.9	----	37.2
Tri-State University		IIB	4	4	4		34.2	28.2	24.7		29.4	3	3	3		42.9	35.6	31.4		37.1
University of Evansville	4	IIA	5	4	4		36.2	31.4	28.9	----	32.3	5	4	4		44.4	38.6	34.7	----	39.5
University of Indianapolis		IIA	4	4	4	3	37.3	31.8	27.0	24.4	29.7	4	4	4	3	46.2	39.8	33.3	29.9	36.9
University of Notre Dame		I	1	1	1		65.7	44.5	38.3	----	51.2	1	1	1		79.6	54.9	45.8	----	62.3
Univ. of Southern Indiana		IIA	4	3	3	3	39.1	34.2	29.5	24.4	31.5	4	3	3	3	49.9	43.5	37.0	28.7	39.5
Valparaiso University		IIA	3	4	4	5	41.8	32.9	27.7	20.5	32.5	4	4	4	5	49.9	38.9	32.4	23.8	38.4
Vincennes University		III	4	4	5	5	34.5	28.7	23.7	19.7	27.5	4	4	4	5	45.6	37.9	30.8	25.6	36.1
Wabash College		IIB	1	1	1		48.9	36.2	29.6	----	39.2	1	1	1		61.8	44.8	36.8	----	49.0
I O W A																				
Briar Cliff College		IIB	4	4	3	3	32.8	28.1	24.8	21.6	26.8	4	4	3	3	39.4	34.2	30.4	27.0	32.7
Buena Vista College		IIB	2	2	2	2	40.3	34.2	28.1	23.8	32.5	2	2	2	2	50.2	43.3	34.5	29.3	40.4
Central University of Iowa		IIB	2	2	2	2	39.8	33.8	27.2	22.8	32.2	2	2	3	3	50.7	42.5	32.1	25.8	39.7
Clarke College		IIB	5	4	5	3	29.6	27.7	21.9	22.0	24.4	5	4	5	3	34.6	33.0	26.6	26.4	29.2
Coe College		IIB	3	3	4		37.2	29.9	24.0		30.8	3	3	4		46.6	37.4	29.8		38.4
Cornell College		IIB	2	3	2		41.3	30.5	27.1	----	33.3	2	3	3		50.5	36.5	32.4	----	40.3
Dordt College		IIB	4	4	4	1	31.8	27.3	24.5	24.9	27.9	3	3	2	1	42.4	36.7	32.8	33.0	37.3
Drake University		IIA	3	3	4	3	43.8	34.8	27.9	23.5	36.4	3	4	4	3	52.2	41.9	34.1	29.0	43.8
Graceland College		IIB	5	5	5		28.2	24.7	21.7	----	24.8	5	5	5		34.7	29.0	25.4	----	29.6
Grinnell College		IIB	1*	1	1	1*	51.0	37.8	30.9	28.4	39.6	1	1	1	1*	63.4	46.5	37.7	34.4	48.8
Iowa State University		I	3	3	3	4	53.9	40.3	34.0	22.1	42.3	3	3	2	4	66.1	50.5	43.0	28.7	52.6
Iowa Valley Comm.Coll.Distr.	-76	III	5	5	5	5	32.0	27.2	22.7	19.9	28.5	5	5	5	5	39.2	34.1	29.0	25.5	35.4
Kirkwood Community College	10	III	5	5	4	4	31.9	27.1	25.2	22.8	27.9	5	5	5	4	38.0	32.5	30.3	27.0	33.3
Loras College		IIB	3	4	3		34.3	28.2	25.5	----	29.1	3	4	4		41.7	34.1	29.6	----	34.7
Luther College		IIB	3	3	3	3	37.5	30.0	25.5	22.1	30.8	2	3	3	3	48.2	37.9	31.9	27.2	39.0
Morningside College		IIB	4	4	4		31.6	26.0	23.9	----	26.9	4	4	4		39.6	32.0	28.7	----	33.1
Mount Mercy College		IIB		4	3	3	----	26.3	26.6	21.1	26.0		4	3	4	----	31.4	30.6	25.0	30.3
Northwestern College		IIB	4	4	4		30.3	26.1	22.7	----	25.1	4	4	4		38.0	32.9	28.6	----	31.5
Palmer College of Chiro.		IIA	4	4	5	5	38.4	31.4	25.9	20.8	28.4	4	4	4	4	47.7	39.5	33.2	26.4	35.8
Saint Ambrose University		IIB	4	3	3		32.8	29.8	26.2	----	29.2	4	3	3		40.1	38.2	32.6	----	36.2
Simpson College		IIB	2	3	3	2	38.6	31.3	26.5	23.2	31.3	3	3	3	3	47.2	38.7	31.4	27.2	37.9
University of Dubuque		IIB	4	3	3		33.1	30.2	24.8	----	30.4	4	3	4		38.4	35.1	28.9	----	35.3
University of Iowa		I	3	2	2	1	55.7	42.2	35.8	29.3	47.1	3	2	2	1	68.0	52.6	44.6	36.8	58.0
University of Northern Iowa		IIA	2	2	2	3	45.6	37.4	31.2	24.7	35.2	2	2	2	3	56.7	46.7	38.8	30.3	43.8
Upper Iowa University		IIB		5		5	----	25.4	----	19.0	22.9		4		4	----	32.4	----	24.7	29.3
Waldorf College		III	5	5	5		28.3	26.1	22.4	----	24.6	5	5	5		34.4	31.4	27.3	----	29.9
Wartburg College		IIB	3	3	4		35.2	29.6	24.4	----	29.8	3	3	3		44.8	36.4	30.3	----	37.3
Wartburg Theol. Seminary		IIB	4				32.2	----	----		29.8	4				40.2	----	----		37.0
Westmar College		IIB	5		5		26.4	----	21.5	----	22.7	5		5		31.0	----	25.9	----	27.3
K A N S A S																				
Benedictine College		IIB	5	5	5		28.0	25.0	20.5	----	23.2	5	5	5		31.6	29.1	22.6	----	26.1
Bethany College		IIB	4	4	4		31.5	27.2	23.5	----	26.4	4	4	4		38.6	33.3	28.6	----	32.3
Bethel College		IIB	5	5	5		26.4	24.0	20.6	----	23.9	5	5	5		32.6	30.0	25.2	----	29.5
Emporia State University		IIA	5	4	4		36.7	32.1	27.5		31.5	5	4	4		44.3	38.9	33.6		38.2
Fort Hays State University		IIA	4	4	4	3	37.3	31.1	28.0	23.9	32.0	4	5	4	3	45.5	37.4	33.8	28.7	38.8
Friends Bible College		IIB					----	----	----	----	18.7					----	----	----	----	22.6
Kansas State University		I	5	5	5	4	44.4	33.9	30.3	23.6	36.3	5	5	5	4	53.7	41.4	37.1	29.1	44.2
Kansas Wesleyan University		IIB	5	5	5	5	24.2	19.9	18.0	16.0	19.4	5	5	5	5	29.9	22.9	20.1	17.6	22.4
McPherson College		IIB	5	5	5		27.0	22.5	20.0	----	22.3	5	5	5		33.6	28.6	25.3	----	28.1
Manhattan Christian College		IIB					----	----	----		24.4					----	----	----		28.9
Marymount College of Kansas		IIB		5	5	5	----	21.3	19.2	15.2	19.4		5	5	5	----	24.2	21.7	17.1	22.0
Mid-America Nazarene College		IIB	5	5	5	4	29.3	24.6	22.2	19.3	24.8	5	5	5	5	36.1	30.4	25.9	22.2	30.0
Ottawa University		IIB	5	5	5	5	27.8	25.1	21.7	18.6	23.3	5	5	5	5	33.3	30.0	25.9	21.6	27.7
Pittsburg State University		IIA	4	4	4	4	37.8	32.6	28.8	22.2	32.2	4	4	4	4	45.9	39.7	34.9	27.6	39.2
Saint Mary College		IIB	5	5	5	5	28.5	24.4	20.0	18.1	22.4	5	5	5	5	31.3	27.6	22.2	20.8	25.1
Southwestern College		IIB	5	4	3	4	28.9	26.5	24.8	20.9	26.0	5	4	4	4	33.9	31.6	29.1	24.7	30.7
Tabor College		IIB	5	5	5		26.7	22.9	19.8	----	21.5	5	5	5		32.9	28.9	24.0	----	26.4
University of Kansas-Main		I	4	4	5	4	47.6	36.3	30.5	23.9	40.7	4	4	5	4	57.1	44.0	36.8	28.8	49.0
Washburn University		IIA	3	4	4	4	43.6	33.2	26.9	21.8	34.2	3	4	4	4	52.2	40.1	32.4	25.7	41.1
Wichita State University		IIA	2	3	3	4	46.2	34.7	29.3	21.2	33.5	3	3	3	4	55.5	42.2	35.8	26.2	40.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.	96.	ALL	15.		6.3	5.9	6.4	----	24	11	13	3	2	4	7	4	----	----	25.4	----	----	----	24.2	----
24.	ALL	ALL	82.	67.	5.0	5.0	5.0	5.0	4	4	7	4	2	3	4	5	----	----	----	----	----	----	----	----
23.	99.	93.	11.	4.	6.0	6.8	7.9	8.1	536	350	276	28	26	66	120	41	58.2	41.2	36.3	25.6	49.9	37.7	29.3	17.9
24.	ALL	94.	17.		5.3	5.6	6.6	5.5	39	53	49	5	6	31	34	10	44.2	37.5	30.6	----	44.2	32.0	27.9	----
26.	ALL	96.	15.		5.2	5.8	7.4		9	15	14		1	10	12		----	34.2	28.4		----	30.5	25.0	
28.	90.	60.			6.0	6.7	----		48	29	10		2	1	3		----	----	----		----	----	----	
27.	ALL	ALL	47.						10	17	13	1		3	6		----	----	29.2	----		----	23.8	
26.	ALL	91.	23.		5.5	6.0	8.1	----	15	[illegible]	25	2	8	12	36	3	44.9	35.1	28.3	----	42.5	34.2	26.6	----
19.	ALL				----	5.8	----		6	5	4				1		----	----	----				----	
9.					----	----	----		3	2	2			1			----	----	----			----		
35.	ALL	96.	16.		5.6	7.1	7.7	----	28	22	15		4	3	4	1	----	----	----		----	----	----	----
26.	95.	61.							20	28	13		2	3	2		----	----	----		----	----	----	
22.	98.	92.	43.		5.0	6.6	10.6	----	54	41	19	4	6	12	16	1	36.2	31.8	30.5	----	36.0	29.9	27.0	----
24.	ALL	52.	3.		6.3	5.7	7.5	----	8	17	15	1	4	10	24	6	----	32.0	26.7	----	----	31.4	27.1	----
22.	ALL	93.	9.		7.9	7.1	8.4		220	178	118	3	9	20	32	2	65.6	44.6	39.1	----	67.0	43.1	35.6	----
25.	ALL	85.	38.		5.2	5.9	4.5	4.4	23	28	23	14	5	5	11	15	----	----	30.3	27.9	----	----	27.8	21.1
18.					3.7	4.6	5.3	----	59	60	40	6	3	13	34	12	----	33.5	29.2	20.5	----	29.8	26.0	20.5
31.	ALL	95.	30.	2.	5.6	6.1	8.1	6.9	68	58	53	34	33	23	49	20	35.3	29.4	25.7	21.0	33.0	26.7	21.4	17.4
25.	ALL	90.			5.8	6.3	6.5	----	32	17	13	4		3	5	1	----	----	----	----		----	----	----
22.	ALL	ALL							13	8	15	2	3	3	13	8	----	----	24.3	----	----	----	25.3	----
24.	ALL	69.	7.		7.1	9.4	7.2	----	20	11	22	4	2	2	6	4	----	----	28.5	----	----	----	26.4	----
23.	ALL	96.	32.		5.5	6.0	6.1	----	19	15	17	5	2	10	8	3	----	34.5	27.4	----	----	32.8	26.7	----
20.	ALL	64.	13.						1	5	2	7	5	6	13	6	----	----	----	24.3	----	----	----	19.3
25.	ALL	ALL	40.						22	17	11		2	4	9		----	----	24.4		----	----	23.6	
21.	ALL	54.			7.0	9.1	8.7	----	27	9	19	3	3	4	8	1	----	----	27.3	----	----	----	26.4	----
34.	ALL	53.	6.		4.2	4.5	4.3	4.6	22	17	15	5	2	2	2	3	----	----	----	----	----	----	----	----
20.	ALL	84.	21.	6.	14.0	14.0	14.0	14.0	104	38	36	5	6	19	21	13	44.2	35.7	28.7	----	36.4	33.0	26.6	----
20.	ALL	82.	8.		8.0	7.0	6.0	----	20	12	9		2	5	3	4	----	----	----		----	----	----	----
23.	ALL	90.			7.4	10.9	11.5	10.8	38	19	25	5	3	11	6	5	----	38.0	31.1	----	----	37.5	29.9	----
24.	ALL	97.	22.	1.	10.0	10.6	10.4	8.9	480	240	204	55	37	75	100	84	54.3	41.3	35.8	23.1	49.6	37.1	30.4	21.5
24.	—				8.5	10.0	10.3	----	37	23	4	3	9	9	8	3	32.1	27.5	----	----	31.6	26.4	----	----
19.					10.0	10.0	10.0	10.0	23	22	25	15	52	10	23	14	31.4	28.2	26.4	23.5	32.2	24.6	23.8	22.0
19.	97.	69.	13.		6.6	6.8	7.2	----	36	28	32		3	4	8	4	----	----	25.4		----	----	25.6	----
27.	97.	88.	20.		5.8	6.6	6.3	6.0	56	14	26	8	5	11	14	13	----	29.7	26.1	23.7	----	30.5	24.4	21.1
23.	ALL	77.			10.2	9.4	10.2	----	19	18	8	2		4	10	1	----	----	24.4	----		----	23.5	----
17.		76.	61.		----	14.5	11.3	11.4	2	12	11	4	3	5	17	6	----	----	28.3	----	----	----	25.5	----
26.	ALL	93.	15.		5.0	5.4	4.8	----	12	12	15	2		2	5	1	----	----	----	----		----	----	----
26.					4.6	4.4	4.4	4.5	17	27	22	15	2	4	7	13	----	----	26.4	21.0	----	----	24.1	20.6
24.	92.	89.	32.		4.4	6.3	5.2	----	20	8	19		5	1	9	1	----	----	26.8		----	----	24.8	----
21.	ALL	77.	36.		5.4	6.1	5.0	6.4	23	8	5	11	2	5	6	5	----	----	----	----	----	----	----	----
16.	65.	50.	38.						21	15	3	3	5	5	5	2	----	----	----	----	----	----	----	----
23.	99.	93.	8.		9.8	10.5	10.8	12.3	432	218	136	7	41	72	88	3	56.3	43.3	37.7	----	50.0	38.9	32.9	----
24.	ALL	96.	45.	4.	9.5	11.0	9.9	9.3	130	105	123	39	14	33	67	59	45.9	37.7	31.6	26.2	43.2	36.6	30.3	23.7
28.		88.			----	5.4	----	4.1	5	6	2	4		2	2	3	----	----	----	----		----	----	----
21.	ALL	33.			7.2	9.5	10.1	----	7	7	9			2	4	2	----	----	----			----	----	----
25.	93.	81.	17.						26	12	16		3	4	7	3	----	----	25.0		----	----	23.0	----
24.	ALL				5.0	----	----		7	2	2			1	1		----	----	----			----	----	
20.	ALL		7.		6.0	----	5.2	----	5	4	12	2	1	1	2		----	----	----	----	----	----	----	
13.	ALL	85.	38.		0.0	0.0	0.0	----	9	11	12	3	3	2	12	1	----	----	20.7	----	----	----	20.2	----
22.	ALL	91.	35.						15	8	14	1		3	6	4	----	----	23.5	----		----	23.5	----
23.	89.	64.	8.						18	6	4		1	5	9	1	----	----	----		----	----	----	----
21.	99.	84.	18.		8.2	9.2	10.7		68	64	34		7	11	22		36.7	32.3	28.8		37.0	31.1	25.5	
21.	ALL	ALL	48.		11.6	10.9	11.2	17.7	61	39	23	10	8	13	10	13	37.5	31.6	28.2	25.5	35.2	29.6	27.7	22.6
21.					----	----	----	----	1		3	4		1	2		----		----	----		----	----	
22.	94.	87.	18.	6.	7.5	8.1	12.3	15.0	325	201	153	27	18	44	65	38	44.6	34.3	31.2	24.6	41.2	32.1	28.2	22.8
15.					6.4	6.3	----		5	7	5	3	1	6	2	4	----	20.2	----	----	----	19.5	----	----
26.	ALL	56.	13.		3.0	3.1	3.0	----	6	9	11	1	2		5		----	----	----	----	----		----	
19.					----	----	----		3	3	1			2	1		----	----	----			----	----	
13.		22.			----	5.1	2.9	2.8	2	3	4	3	1	6	6	3	----	----	----	----	----	----	----	----
21.					10.7	6.5	5.5	----	15	10	5	1	1	3	9	5	----	----	----	----	----	----	----	----
19.	91.	ALL	22.		5.9	----	6.8	----	10	3	12	3	1	3	6	4	----	----	21.8	----	----	----	21.4	----
22.	99.	92.	13.	9.	9.2	9.5	9.5	9.6	86	45	52	7	13	18	16	4	38.0	33.8	29.8	----	36.5	29.8	25.4	----
12.	38.	43.	8.						2	2	4	2	6	5	8	6	----	----	----	----	----	----	----	----
18.	94.	45.			10.9	12.3	11.0	----	13	11	8	1	3		9	5	----	----	25.3	----	----		24.4	----
23.					----	3.5	1.8	----	6	7	10	2		1	4	2	----	----	----	----		----	----	----
20.	98.	91.	9.	19.	8.2	10.3	8.6	10.2	439	211	123	10	37	56	60	6	48.1	36.9	31.5	24.7	41.8	34.3	28.5	22.7
20.	ALL	73.	34.		5.8	5.9	6.2	5.3	61	32	26	10	11	13	30	8	44.1	33.8	27.5	21.9	40.5	31.7	26.3	21.7
22.	98.	94.	37.	5.	10.2	9.0	9.2	6.9	97	111	126	18	6	32	71	23	46.5	35.6	30.5	22.5	40.9	31.5	27.2	20.2

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
KENTUCKY																				
Asbury Theological Seminary		IIA	5	5			34.8	30.8	----	----	30.6	5	5			42.4	37.1	----	----	37.0
Bellarmine College		IIB	3	4	3	3	38.0	28.2	26.3	22.3	30.9	3	4	3	4	46.7	34.4	31.1	24.5	37.2
Berea College		IIB	2	2	3		41.2	32.2	26.4	----	33.7	2	3	3		50.3	38.5	31.8	----	40.7
Centre College		IIB	2	2	2	1	42.5	34.4	28.0	25.0	34.1	2	2	2	2	53.7	42.4	33.8	29.4	42.0
Eastern Kentucky University		IIA	4	4	4	4	37.9	32.6	28.1	22.8	33.0	4	4	4	4	45.9	39.7	34.6	28.1	40.2
Georgetown College		IIB	4	4	4		32.9	27.9	23.5	----	29.0	4	4	4		38.3	32.7	28.3	----	33.9
Kentucky State University		IIB	2	2	2	2	38.6	32.7	27.7	24.2	30.1	3	2	2	2	46.8	39.5	34.0	29.7	36.6
Kentucky Wesleyan College		IIB	4	4	5		31.4	27.3	21.3	----	26.7	4	4	4		38.4	33.8	28.0	----	33.3
Lexington Theol. Seminary		IIA	5				31.5	----			30.0	5				39.2	----			37.5
Lindsey Wilson College		IIB		4	5	5		26.9	20.8	19.2	22.5		5	5	5		30.3	24.0	21.7	25.6
Morehead State University		IIA	5	5	5	5	35.6	29.4	25.7	20.3	28.7	5	5	5	5	43.2	35.7	31.4	24.9	34.9
Murray State University	11	IIA	5	4	4	4	36.7	31.5	27.7	22.0	30.0	5	4	4	4	44.5	38.3	33.8	27.1	36.6
Northern Kentucky University		IIA	4	4	4	3	40.5	32.9	26.7	23.7	31.1	4	4	4	4	49.4	40.5	32.5	27.1	38.0
Pikeville College		IIB	5	5	4		25.9	25.2	22.9	----	23.8	5	5	5		28.9	28.1	25.6	----	26.6
Spalding University		IIB	5	5	4	5	28.4	25.1	23.4	18.8	24.4	5	5	5	5	30.8	27.4	26.0	21.5	26.8
Thomas More College		IIB	5	5	5		24.4	24.0	20.9	----	22.3	5	5	5		29.6	28.7	24.7	----	26.6
Transylvania University	135	IIB	3	3	2		37.6	31.7	27.5	----	32.2	3	2	2		46.4	41.3	33.1	----	40.1
University of Kentucky		I	4	5	4	1	48.0	35.2	31.1	33.2	39.6	4	5	4	1	57.3	42.6	37.7	40.2	47.6
Univ. of Ky.-Comm.Coll.Syst.	111	III	4	5	5	5	32.8	26.5	22.1	20.6	25.2	5	5	5	5	39.3	32.0	26.9	25.1	30.4
University of Louisville		I	5	5	5	4	46.4	35.1	29.1	22.9	37.5	4	5	5	5	56.4	43.0	34.5	26.5	45.4
Western Kentucky University		IIA	4	4	4	4	38.1	31.8	27.4	21.6	32.8	4	4	4	4	46.6	39.2	33.9	26.9	40.3
LOUISIANA																				
Centenary College of La.		IIB	3	3	2	5	38.3	30.3	27.1	19.0	29.9	3	3	3	5	45.8	36.2	31.1	22.2	35.4
Louisiana College		IIB	4	4	4		30.7	26.1	24.0	----	27.3	4	4	3		37.8	32.6	30.1	----	33.9
Louisiana St.Univ.and A&M C.	83	I	4	4	4	5	49.0	36.1	31.1	20.8	36.8	5	5	5	5	55.5	41.2	35.6	24.2	41.9
Louisiana St.Univ.Alexandria		III	5	5	5	5	32.0	26.0	23.9	18.7	26.0	5	5	5	5	36.5	29.8	27.5	21.7	29.8
Louisiana State Univ.Eunice		III		5	5	3	----	27.8	24.4	23.4	25.7		5	5	4	----	31.6	27.9	26.8	29.3
Louisiana St.Univ.Shreveport		IIA	5	4	4	5	35.9	32.9	27.9	20.4	30.9	5	4	5	5	41.0	37.7	32.1	23.8	35.4
Louisiana Tech Uuniversity		IIA	5	4	4	4	35.6	31.6	27.3	21.2	31.1	5	5	5	5	41.7	36.9	31.9	24.7	36.4
Loyola Univ. in New Orleans		IIA	2	2	3	3	47.1	38.3	30.0	24.7	37.4	2	2	3	3	57.0	47.1	36.6	29.5	45.6
Nicholls State University		IIA	5	5	5	4	33.6	29.1	26.5	21.3	27.7	5	5	5	5	38.8	33.5	30.5	24.6	32.0
Our Lady of Holy Cross Coll.		IIB		5	4	2	----	24.1	23.5	23.3	23.8		5	4	3	----	27.4	27.1	26.6	27.2
Southeastern Louisiana Univ.	1	IIA	5	5	5	5	33.0	30.4	26.0	20.7	27.8	5	5	5	5	37.4	34.3	29.2	23.1	31.3
Southern Univ.Shrvpt-Bossier		III		5	4	4	----	27.0	25.0	22.8	24.3		5	5	5	----	29.8	27.6	25.2	26.8
Tulane University		I	3	2	2	3	54.7	41.8	34.9	24.6	44.4	3	2	3	3	68.9	52.0	41.1	32.4	54.9
University of New Orleans		IIA	4	5	4	5	41.1	31.0	27.7	19.8	32.2	4	5	5	5	46.5	35.3	31.7	23.0	36.7
Univ. Southwestern Louisiana		IIA	4	4	4	4	40.4	32.5	29.1	21.9	31.7	4	5	4	5	46.1	37.3	33.2	25.1	36.3
Xaxier University of La.		IIA	5	5	5	5	33.0	27.9	24.0	21.1	26.3	5	5	5	5	38.4	32.1	27.3	24.0	30.2
MAINE																				
Bates College		IIB	1	1	1	1*	50.8	39.0	29.3	28.4	38.1	1	1	2	1	62.4	47.5	34.6	33.2	46.2
Bowdoin College		IIB	1*	1*	1	1	54.6	39.5	31.5	26.8	40.6	1*	1	1	1	68.1	49.3	38.5	30.8	50.2
Colby College		IIB	1*	1*	1	1	54.7	40.1	30.7	26.4	40.9	1*	1	1	1	67.8	47.1	36.1	30.2	49.2
Maine Maritime Academy		IIB	4	4	4		32.4	28.4	24.3		27.6	4	3	3		40.5	35.5	30.3		34.5
Saint Joseph's College		IIB			4		----	----	22.4		23.6			4		----	----	27.3		28.5
Univ.of Maine at Augusta		III	3	4	4	4	37.5	29.1	25.4	22.3	30.5	3	4	4	4	46.9	36.9	31.8	27.6	38.3
Univ.of Maine at Farmington		IIB	2	3	3	1	40.0	31.8	26.2	24.9	33.2	2	2	2	1	50.0	40.0	32.9	31.2	41.6
Univ.of Maine at Fort Kent		IIB	3	3	2		36.3	29.2	27.5	----	29.9	3	3	2		45.1	37.0	34.7	----	37.7
Univ.of Maine at Machias		IIB	2	2	4		39.4	34.0	24.2	----	32.0	2	2	3		48.4	42.2	30.5	----	39.8
University of Maine		IIA	2	2	2	4	49.8	37.8	31.8	21.2	38.3	2	2	2	4	60.8	46.8	39.4	26.0	47.2
Univ.of Maine at Presque Isl		IIB	2	2	3		39.3	32.7	25.8	----	30.6	2	2	3		48.7	40.7	31.9	----	37.9
Univ.of Maine at Southern Me		IIA	2	2	2	3	49.1	38.2	31.9	23.9	38.2	2	2	2	3	60.1	47.5	39.5	30.2	47.2
MARYLAND																				
Allegany Community College		III	4	4	4	2	35.6	29.3	25.0	25.4	27.9	3	4	4	1	47.3	38.5	33.4	33.7	37.1
Anne Arundel Community Coll.		III	1	1	1	2	45.3	38.1	31.0	26.3	37.1	1*	1*	1	1	59.1	50.2	41.3	35.4	48.9
Bowie State College		IIB	1	1	1*	1	46.5	37.5	31.7	25.6	36.6	1	1	1*	1*	60.9	49.7	42.4	34.7	48.5
Capitol College		IIB		4	4		----	28.3	24.2		27.0		4	4		----	33.3	28.7		32.2
Catonsville Community Coll.		III	1*	1	1	1	46.4	38.9	33.3	27.2	38.1	1*	1*	1	1	60.1	50.8	43.9	36.3	49.8
Cecil Community College	4	III	3	2	2	4	38.6	35.3	29.1	21.2	29.9	3	2	3	4	49.5	44.0	35.8	26.2	37.5
Charles County Comm. College	PNA	III																		
Chesapeake College		III		5	5	4	----	26.6	24.6	21.9	25.8		4	4	3	----	35.4	32.8	29.5	34.4
College of Notre Dame of Md.		IIB	3	3	2	3	37.6	29.7	27.7	22.4	29.5	3	4	3	4	43.6	34.6	31.2	24.7	33.9
Columbia Union College		IIB	2	5	5	4	42.0	23.2	21.4	20.3	24.7	2	5	5	4	51.7	28.8	26.5	25.2	30.6
Community Coll. of Baltimore		III	3	3	3	3	38.8	32.1	28.8	23.9	31.6	2	2	1	2	52.2	43.5	39.4	33.1	43.0
Coppin State College		IIB	1	1	1*	1	45.5	36.4	31.8	26.2	36.3	1	1	1*	1*	61.5	49.5	43.6	36.3	49.5
Dundalk Community College		III	2	1	1		43.4	36.6	30.8	----	36.1	1	1	1		56.9	48.4	41.1	----	47.8
Eastern Christian College		IIB							----		----							----		----
Essex Community College	4	III	1	1	1	3	46.1	37.8	32.2	24.5	38.4	1*	1*	1	2	60.3	50.0	43.1	33.3	50.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	89.	22.							18	8	3	1		1			----	----	----	----		----		
21.	ALL	75.	16.		3.8	4.9	5.2	----	25	12	8	3	7	4	17	5	38.7	----	27.5	----	35.7	----	25.7	----
21.	97.	89.	27.		4.6	4.9	5.8	----	37	23	13	2	2	13	13	3	----	32.2	26.9	----	----	32.2	26.0	----
23.	ALL	ALL			9.1	11.2	10.3	----	18	18	13	2	2	3	7	4	----	----	28.5	----	----	----	27.1	----
22.	99.	46.	54.						184	104	60	10	46	47	89	23	38.0	33.4	29.3	22.9	37.4	30.8	27.2	22.8
17.	97.	90.	53.		8.0	7.3	6.1	----	25	7	6	1	8	3	9	3	33.5	----	25.0	----	31.0	----	22.5	----
22.	88.	63.	32.		6.5	6.5	6.6	4.7	16	25	36	5	1	7	20	8	----	33.0	27.2	----	----	31.6	28.7	----
25.	89.	61.	9.		3.4	3.5	3.8	----	19	11	7	3		7	4	2	----	27.9	----	----		26.3	----	----
25.	ALL				4.7	----			7	4				1			----	----				----		
14.						5.0	5.0	5.0		8	5	1		3	6	8		----	----	----		----	----	----
22.	97.	81.	38.	8.	1.6	2.0	1.9	2.8	81	57	63	18	7	21	45	22	35.9	29.7	26.4	19.9	32.1	28.5	24.8	20.6
22.	99.	79.	29.	6.	5.3	3.8	3.2	4.3	88	87	64	8	4	19	35	8	----	31.7	28.4	25.1	----	30.5	26.3	18.8
22.	97.	70.	21.		2.8	4.5	4.0	4.6	50	70	40	10	9	35	31	4	40.8	33.3	27.6	----	38.8	32.2	25.5	----
12.	40.				7.0	7.3	5.4	----	9	4	8	1	1	6	17	2	----	----	23.9	----	----	----	22.4	----
10.	62.	88.	22.		5.2	4.9	5.2	6.1	5	2	11		8	14	16	7	----	----	23.8		----	----	23.2	----
19.	91.	95.	32.		3.1	3.1	3.1	----	9	14	11	1	2	5	17	3	----	----	20.5	----	----	----	21.2	----
25.	95.	68.	6.		5.4	7.8	8.3	----	17	15	12	3	4	7	5		----	32.8	----	----	----	29.4	----	
20.	ALL	99.	4.		2.0	2.7	3.7	0.6	446	326	187	6	35	98	60	4	48.3	36.0	31.8	----	43.9	32.6	28.8	----
21.	99.	98.	3.		2.7	2.2	3.0	3.5	72	113	72	80	51	140	80	99	32.9	27.0	22.4	20.9	32.6	26.1	21.9	20.4
21.	99.	86.	6.	5.	1.9	3.8	5.2	5.5	236	153	92	6	26	61	66	15	46.8	36.2	30.1	22.5	43.3	32.1	27.7	23.0
23.	99.	80.	29.		2.7	2.8	2.6	2.7	205	94	85	9	26	48	56	20	38.3	32.7	29.0	22.4	36.2	30.1	25.0	21.2
18.	88.	76.	17.		6.2	8.4	10.1	11.8	23	14	11	6	2	3	7	9	----	----	26.1	18.6	----	----	28.6	19.2
24.	89.	64.	50.		5.2	5.6	6.2	----	21	6	8	2	6	8	6	2	30.7	27.6	24.6	----	30.4	25.0	23.3	----
14.	98.	90.	4.						428	350	307	84	34	66	93	106	49.4	36.5	31.6	20.7	44.2	33.9	29.3	20.8
15.	ALL	97.							12	15	6	2	1	16	6	5	----	25.4	24.6	----	----	26.6	23.2	----
14.		92.	41.						3	10	9	7	1	2	8	6	----	----	25.1	24.7	----	----	23.7	21.9
15.	98.	93.	43.						40	26	22	6	4	14	18	12	----	33.0	29.4	18.8	----	32.8	26.2	21.2
17.	98.	87.	35.		2.2	3.6	2.9	5.0	110	91	70	4	12	33	41	13	36.0	32.9	29.4	----	32.1	27.8	23.7	----
22.	93.	72.	18.						48	79	42	7	8	24	19	8	47.6	38.5	31.2	26.9	44.0	37.4	27.5	22.9
15.	96.	87.	54.		0.3	0.4	0.5	0.4	56	38	37	18	11	22	35	30	33.7	29.7	27.6	21.4	33.3	28.0	25.3	21.3
14.					----	9.8	4.1	----		6	2	1	2	3	5	6		----	----	----	----	----	----	----
13.	ALL	80.	25.						49	51	47	13	7	18	58	28	33.2	30.5	26.9	21.5	31.9	30.0	25.3	20.4
10.		83.	94.	17.					1	3	8	6		3	8	17	----	----	24.6	22.8		----	25.3	22.9
24.	97.	80.	6.	13.	7.7	7.8	9.2	6.3	139	122	74	4	12	31	33	4	55.0	42.2	35.7	----	52.4	40.2	33.2	----
14.	97.	86.	6.						151	93	76	33	25	38	27	44	41.6	32.0	27.8	20.3	37.7	28.6	27.6	19.5
14.	93.	75.	28.	5.	4.6	3.6	5.9	3.1	119	122	99	35	17	33	42	59	40.9	32.7	30.5	22.6	36.6	31.7	25.9	21.4
15.	92.	60.			19.2	19.5	11.8	9.1	16	29	23	12	10	19	14	13	34.1	28.6	23.3	21.2	31.1	26.9	25.3	20.9
21.	ALL	91.	5.		7.4	7.6	8.4	10.5	30	27	23	6	3	8	16	4	----	39.3	29.2	----	----	37.8	29.3	----
24.	ALL	94.			6.3	7.3	9.8	----	38	23	20	2	2	9	26	6	----	39.7	33.5	----	----	38.8	30.0	----
20.	ALL	76.			8.3	8.6	9.4	7.5	38	24	27	6	6	9	17	3	54.8	40.7	30.4	----	54.6	38.6	31.0	----
25.									9	11	15		1	1	2		----	----	----		----	----	----	
21.			32.		----	----	8.2		1	2	11		2	3	14		----	----	22.1		----	----	22.6	
25.	ALL	73.	26.		9.0	9.9	8.9	7.4	21	8	9	1	3	7	10	5	----	30.9	27.5	----	----	27.1	23.6	----
25.	ALL	70.	13.		8.9	10.1	11.7	14.6	34	23	12	3	7	7	11	6	40.8	32.5	26.1	----	36.1	29.3	26.2	----
26.	ALL	33.			8.8	----	11.6	----	5	5	5	2	2	1	3	1	----	----	----	----	----	----	----	----
24.	ALL	89.	8.		9.2	10.2	12.0		8	10	10	1	1	9	2		----	33.7	----	----	----	34.3	----	
23.	98.	90.	2.	4.	10.7	11.7	14.0	18.8	149	145	114	12	6	48	63	14	50.0	38.9	33.5	21.2	45.2	34.6	28.7	21.2
24.	ALL	ALL	14.		7.6	10.1	11.2		16	8	21	1	3	3	8	1	----	----	26.3	----	----	----	24.3	----
24.	93.	83.	5.		10.9	10.9	11.8	----	61	80	59	2	8	40	43	5	49.7	39.2	33.0	----	44.4	36.1	30.3	----
33.	ALL	83.	68.	83.	10.2	10.2	10.2	10.2	11	9	11	2	4	9	20	4	----	30.5	24.9	----	----	28.1	25.1	----
32.	ALL	97.	38.	5.	5.5	5.5	7.5	7.5	40	39	20	7	16	19	28	14	46.2	38.3	31.7	25.8	43.2	37.8	30.5	26.5
32.	ALL	58.	38.						18	17	23	5	9	9	14	5	46.1	37.2	31.8	----	47.1	38.2	31.6	----
19.		ALL	ALL						3	6	4			1	3		----	----	----			----	----	
31.	98.	97.	58.	5.					44	41	23	11	11	32	29	10	46.6	39.9	34.0	28.7	45.9	37.7	32.7	25.5
25.					6.8	6.3	7.0	7.1	7	2	4	3	2	5	9	7	----	----	----	----	----	----	----	----
33.		38.	27.						3	9	5	1	2	4	6	7	----	----	----	----	----	----	----	----
15.	88.	24.			8.0	6.2	5.4	----	3	6	5		5	11	8	6	----	28.7	----		----	30.3	----	----
24.									6	10	6	7	2	3	13	5	----	----	22.5	----	----	----	20.8	----
36.	95.	93.	63.	27.					27	20	10	5	10	10	20	10	39.1	32.8	29.0	----	38.0	30.5	28.7	----
36.	87.	87.	46.	10.					20	15	15	2	10	15	24	3	44.5	35.1	30.8	----	47.5	37.6	32.5	----
32.	ALL	89.	56.						10	9	8	1	6	9	10	2	44.7	37.7	32.0	----	41.3	35.5	29.9	----
...															1								----	
32.	ALL	99.	79.	7.					45	38	18	4	16	29	16	10	46.7	38.5	32.9	----	44.4	36.8	31.5	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MARYLAND - (CONT'D)																				
Frederick Community College		III		3	3		----	33.2	28.0	----	30.2		3	3		----	41.5	35.2	----	37.9
Frostburg State University		IIA	2	3	2	1	45.5	36.6	32.0	27.9	36.3	2	2	2	1	58.9	47.1	40.6	35.0	46.0
Garrett Community College		III			5		----	----	20.3	----	20.8			5		----	----	26.2	----	27.4
Goucher College		IIB	1	3	2	3	43.6	31.6	.1	22.3	33.0	1	2	2	2	54.5	39.2	33.9	28.2	41.3
Hagerstown Junior College	4	III	3	3	4		37.4	32..	26.0	----	33.2	3	3	4		48.1	40.8	32.9	----	42.4
Harford Community College	4	III	2	3	4		40.9	33.9	26.7		36.2	2	2	3		52.9	44.3	35.3		47.1
Hood College		IIA	3	3	4	3	45.2	36.0	28.4	24.7	34.2	2	3	4	3	56.8	44.3	35.2	30.9	42.5
Howard Community College		III	2	2	2	2	43.4	35.2	30.0	25.1	30.9	1	2	1	2	55.6	45.6	39.1	32.9	40.2
Johns Hopkins University		I	1	1	2	1	64.4	45.0	35.3	32.7	49.8	1	1	2	1	77.2	57.0	44.0	40.5	60.7
Loyola College in Maryland		IIA	3	1	2	5	45.0	40.1	31.9	20.2	36.5	2	2	2	5	56.5	50.0	39.1	24.9	45.2
Maryland Coll.of Art&Design		III						----	----	----	----						----	----	----	----
Montgomery Coll.of Rockville		III	1	2	1		45.1	35.6	31.3	----	40.9	1*	2	1		59.5	45.9	39.7	----	53.4
Montgomery Coll. Germantown		III	2	3			43.2	34.1	----	----	36.8	1	3			56.3	42.0	----	----	46.7
Montgomery Coll. Takoma Park		III	1	3	2		45.0	33.3	29.5	----	38.1	1*	3	3		59.5	42.4	36.2	----	49.3
Morgan State University		IIA	2	2	1	1	47.2	39.3	34.7	27.3	37.5	2	1	1*	1	61.1	51.2	45.5	36.2	48.9
Mount Saint Mary's College		IIB	2	3	3	4	40.8	31.9	25.3	20.7	29.9	2	3	4	3	49.8	37.9	29.3	26.2	35.6
Peabody Institute of the JHU	1	IIB									34.0									43.7
Prince George's Comm.College		III	1	1	2	1	44.8	38.3	29.6	27.1	40.4	3	2	4	3	49.7	42.7	33.3	30.6	45.0
Saint John's College-Main		IIB									32.8									42.6
St.Mary's Coll.of Maryland		IIB	1	1	2		46.5	35.3	27.8	----	34.0	1	1	1		61.4	46.4	36.3	----	44.6
Salisbury State University		IIB	1	1	1	1	46.0	37.3	29.7	26.1	35.2	1	1	1	1*	58.8	48.2	38.7	34.4	45.5
Towson State University		IIA	2	1	2	2	48.0	40.4	33.1	26.2	38.5	2	1	1	2	60.6	51.5	42.0	32.8	48.7
U. S. Naval Academy	1	IIB	1	1	1	2	46.8	35.6	29.2	23.3	37.6	2	3	3	3	50.8	39.0	32.3	26.0	41.1
University of Baltimore		IIA	1	1*	1*		54.4	45.3	37.3		45.6	1	1*	1*		66.9	56.2	46.6		56.4
Univ.of Maryland-Coll. Park		I	2	2	2	3	60.5	42.6	35.6	25.0	45.8	1	1	2	3	76.9	54.6	43.7	32.3	58.2
Univ.of Maryland-Balto.City		I	1	1*	1	2	65.2	47.7	37.5	26.8	47.5	1	1	1	2	80.4	59.3	47.5	33.9	59.2
Univ.of Maryland-Balto.Co.		IIA	1*	1	1	2	57.6	41.4	34.6	24.9	40.3	1*	1	1	2	70.4	52.2	42.5	31.7	50.0
Univ.of Maryland-Estrn Shore		IIA		1	1*	1*	----	41.2	36.5	30.8	35.2		1	1*	1*	----	51.7	45.5	40.2	44.3
Villa Julie College	PNA	III																		
Washington Bible College		IIA	5	5			25.5	20.0	----		22.1	5	5			31.7	25.0	----		27.6
Washington College		IIB	2	2	2		41.5	34.2	27.1		34.9	2	2	3		52.6	41.6	32.5		43.0
Western Maryland College		IIB	2	2	2		41.2	34.8	27.6	----	34.8	2	2	2		52.1	43.1	33.5	----	43.4
Wor-Wic Technical Comm.Coll.	4	III			2	3	----	----	29.1	24.2	29.2			3	3	----	----	36.4	30.5	36.5
MASSACHUSETTS																				
Amherst College		IIB	1*	1*	1*		59.3	42.3	34.8		48.8	1*	1*	1*		74.1	53.3	43.2		61.0
Andover Newton Theol. School		IIA	5	5			35.0	25.5	----		30.6	4	5			45.6	33.6	----		40.1
Anna Maria College		IIB		3	3		----	31.3	26.8	----	28.2		2	3		----	39.9	31.4	----	34.2
Assumption College		IIB	2	2	1	2	41.3	34.7	28.9	24.7	33.1	2	2	2	1	50.4	43.3	35.1	32.4	40.8
Bay Path College		III		4	5		----	28.1	22.9	----	26.1		5	5		----	31.3	25.5	----	29.2
Bentley College	41	IIA	1*	1*	1*	1*	57.6	46.4	38.6	32.0	45.1	1*	1*	1*	1*	71.4	56.7	46.6	38.5	55.1
Berklee College of Music		IIB	2	3	3	4	38.9	31.4	25.4	19.3	27.0	3	3	4	4	45.3	36.8	29.9	22.9	31.7
Boston College		I	2	2	2	1	58.0	43.1	36.1	33.5	44.7	2	1	2	1	71.2	54.6	43.5	39.4	55.3
Brandeis University		I	2	2	3		59.4	42.3	34.2	----	46.6	2	2	3		72.9	52.6	40.7	----	56.9
Clark University		IIA	1*	1	1		56.6	41.1	34.9	----	44.5	1*	1	2		71.3	52.9	41.0	----	55.6
College of the Holy Cross		IIB	1*	1*	1	1*	55.6	40.6	31.3	28.4	40.2	1*	1	1	1	67.4	48.4	35.8	33.1	47.7
Dean Junior College		III	4	3	5	5	34.1	32.5	24.2	20.8	26.2	4	3	4	4	45.4	42.5	31.4	26.8	34.1
Eastern Nazarene College		IIB	5	5	5		28.9	24.7	21.8	----	24.9	4	4	4		37.8	32.4	28.7	----	32.6
Emerson College		IIA	1*	1*	1		55.9	42.6	33.2	----	42.1	1*	1*	1		71.3	55.9	43.1	----	54.5
Emmanuel College		IIB	2	2	2	2	39.1	33.9	27.7	22.8	32.2	2	2	2	2	49.0	40.7	33.4	27.4	39.1
Endicott College	15	III	5	5	5	5	28.5	26.3	24.7	20.7	25.6	5	5	4	5	34.9	32.0	30.7	24.9	31.3
Fitchburg State College		IIA	2	2	1	1	46.0	40.0	34.4	27.6	38.9	4	4	4	4	46.6	40.5	34.9	28.2	39.5
Gordon College		IIB	3	3	3		35.7	29.7	24.9	----	31.6	3	3	3		46.9	37.8	32.1	----	41.2
Gordon-Conwell Theol. Sem.		IIA	3	3			41.8	34.5	----		37.4	4	4			47.9	40.4	----		43.4
Greenfield Community College		III	2	3			40.5	32.0	----	----	37.3	2	3			50.9	40.3	----	----	46.9
Hampshire College		IIB	1	1	1		44.4	36.7	30.3		36.4	2	1	1		53.7	44.0	37.2		44.1
Harvard University		I	1*	2	1*	2	79.3	43.8	39.6	26.5	59.5	1*	2	1	3	95.1	52.5	47.5	31.8	71.3
Hellenic College		IIA	4				40.5	----	----	----	34.1	4				50.2	----	----	----	40.6
Lasell Junior College		III	5		5	4	22.4	----	21.9	22.2	22.2	5		5	5	27.4	----	25.9	25.1	26.5
Massachusetts Inst. of Tech.		I	1*	1*	1*	2	71.6	51.2	41.3	28.4	59.2	1*	1*	1*	1	89.3	64.7	52.9	37.7	74.5
Massachusetts Maritime Acad.		IIB	1	1*	1*		47.5	41.2	39.3		44.0	2	1	1*		51.4	44.7	42.6		47.7
Massasoit Community College	86	III	2	2	1	1	41.2	35.9	31.2	27.0	36.6	4	4	4	4	43.0	37.7	32.9	28.7	38.3
Merrimack College		IIB	1	2	2		43.8	34.8	28.3		33.1	1	1	2		56.4	44.4	34.4		41.5
Middlesex Community College	92	III	3	3	1	1	39.7	32.9	30.9	27.8	32.8	3	3	1	1	49.0	41.3	39.0	35.4	41.2
Mount Holyoke College		IIB	1*	1	1		51.2	37.2	29.6	----	39.0	1	1	1		62.8	46.8	36.1	----	48.0
North Shore Comm. College	98	III	2	2	2	1*	42.1	34.9	30.2	31.0	37.1	2	3	2	1*	51.4	42.6	36.9	37.8	45.2
Northeastern University	7	I	4	3	1	4	51.1	39.8	36.4	23.0	41.8	3	2	1	3	64.9	51.8	45.9	30.4	53.5
Pine Manor College		IIB	2	2	3		39.5	32.4	25.9	----	31.9	2	2	3		49.1	40.0	31.4	----	39.2
Regis College		IIB	2	2	2		39.1	32.4	27.2	----	30.8	2	3	2		47.3	39.1	33.6	----	37.4
Simmons College		IIA	1	1	2	1	50.9	40.3	32.2	28.4	40.9	1	1	2	2	62.6	50.3	38.5	33.5	50.0
Smith College		IIA	1*	2	3	2	55.9	40.0	30.7	25.5	44.0	1*	2	3	2	69.8	49.6	37.6	31.2	54.6
Springfield College		IIA	3	4	5	3	41.6	33.0	24.3	23.6	31.6	4	4	5	4	49.9	39.7	28.8	27.4	37.6
Springfield Tech.Comm.Coll.	130	III	2	2	1	2	40.9	34.5	31.7	26.4	35.7	2	2	1	2	51.2	43.1	39.6	33.0	44.6
Stonehill College		IIB	2	2	2		39.9	33.5	28.2		33.1	2	1	1		52.0	43.9	36.7		43.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
25.		15.							3	8	15	3	2	5	12	1	----	----	28.6	----	----	----	27.2	----
27.	98.	90.	38.	19.	7.4	11.1	11.2	8.6	60	39	39	8	4	12	27	8	----	37.0	33.3	27.3	----	35.2	30.2	28.5
32.			17.						2	1	3	2			3	2	----	----	----	----			----	----
25.	ALL	86.	7.		10.0	10.0	10.5	10.0	17	5	12	2	8	9	15	6	44.1	----	27.0	----	42.6	----	27.2	----
27.	ALL	ALL	27.		7.2	8.1	13.1	----	23	3	4		3	9	7	2	----	----	----		----	----	----	----
30.	ALL	85.	60.						28	10	5		16	3	10		41.0	----	----		40.7	----	----	
24.	94.	74.	10.		6.0	6.1	6.0	----	10	7	12	2	8	16	19	4	47.1	35.8	29.2	----	42.8	36.1	27.8	----
30.									6	3	2	3	4	5	14	10	----	----	----	----	----	----	----	----
22.	97.	6.							271	81	104	9	28	27	47	14	64.7	45.4	35.4	34.4	61.4	43.9	35.1	31.7
24.	84.	74.	14.		6.1	5.9	8.6	----	33	50	54	2	5	8	38	5	----	40.6	32.1	----	----	37.2	31.7	----
---						----	----			1	1	1		1				----	----	----		----		
31.	93.	24.	6.		6.5	7.9	8.1	----	104	19	20	2	48	23	16	3	45.5	36.4	32.1	----	44.4	34.9	30.4	----
27.	71.				6.7	8.2	----	----	13	6	3	2	4	4	2	2	----	----	----	----	----	----	----	----
29.	77.				6.2	7.9	8.2	----	19	5	4	3	16	14	9		45.4	----	----	----	44.5	----	----	
30.	92.	80.	68.	29.					34	44	34	8	14	12	26	13	46.9	40.0	36.9	27.6	48.1	36.7	31.9	27.1
19.	ALL	78.			5.8	5.7	12.8	----	8	26	14	2		10	7	4	----	32.3	25.4	----		30.8	25.1	----
29.																								
11.	97.	53.	5.		9.7	9.4	10.4	----	68	43	9	3	37	34	12	3	44.9	38.7	30.2	----	44.5	37.8	29.1	----
30.																								
31.	47.	10.							14	22	17	1	3	7	15	4	----	35.4	27.9	----	----	34.8	27.6	----
29.	90.	79.	34.	27.	10.0	10.0	10.0	10.0	39	47	42	13	3	11	26	9	----	37.5	29.8	27.0	----	36.7	29.7	24.7
27.	96.	84.	52.	32.	7.9	9.1	8.9	8.3	99	84	116	7	23	43	99	15	48.2	41.2	33.8	27.4	47.1	39.0	32.4	25.7
9.	ALL	ALL	3.		5.4	6.8	8.7	5.9	109	95	49	7	2	21	22	7	----	36.5	30.0	23.6	----	31.4	27.5	23.0
24.	85.	88.	28.						46	26	37		8	8	21		54.8	43.4	38.3		52.3	51.4	35.6	
27.	ALL	99.	11.		8.3	8.9	8.7	7.2	439	326	158	44	50	98	72	55	60.9	43.1	36.4	28.0	57.0	41.2	33.6	22.5
25.	ALL	77.	14.		7.1	7.4	5.7	10.4	74	77	47	3	16	37	63	22	66.6	50.4	41.6	----	58.7	42.1	34.5	----
24.	ALL	98.	11.		7.9	8.8	8.4	9.8	65	90	77	17	6	23	41	21	58.2	41.8	35.7	26.7	50.7	40.0	32.5	23.4
26.		80.	18.	13.	----	5.8	7.1	8.1	3	13	26	6		2	12	2	----	----	36.8	----		----	35.9	----
25.									6	4	1			2	1		----	----	----			----	----	
23.	ALL	ALL			9.5	10.3	11.8		16	20	6		2	6	7		----	35.0	26.5		----	31.7	27.6	
25.	ALL	ALL	31.						32	19	8		2	8	8	4	----	35.1	28.5		----	34.1	26.6	----
25.					----	----	8.2	8.6	1	2	4	3	1	2	9	3	----	----	----	----	----	----	----	----
25.	ALL	ALL			6.5	8.4	9.4		71	14	24		5	11	21		----	41.9	34.5		----	42.8	35.2	
31.	ALL	83.			2.0	6.0			9	2				4	1		----	----				----	----	
21.					----	5.0	6.1	----	3	6	7	1	1	2	10	2	----	----	27.7	----	----	----	26.1	----
23.	ALL	97.	33.		7.7	6.7	6.2	----	19	25	25	5	2	4	14	1	----	----	29.5	----	----	----	27.8	----
12.					----	6.2	----	----	1	3		1	1	4	9		----	----		----	----	----	----	
22.	95.	74.	3.						39	59	54	5	5	18	23	6	----	47.9	40.2	----	----	41.7	34.9	----
18.					7.5	7.6	8.5	8.4	10	41	68	21	1	1	6	5	----	----	25.3	----	----	----	25.9	----
24.	96.	95.	9.		6.5	6.9	7.5	7.4	119	166	86	8	21	72	58	10	58.8	44.1	37.3	39.8	53.7	40.7	34.4	28.5
22.	99.	99.			6.2	7.3	6.4	----	137	51	40	3	9	22	13		59.5	43.0	34.7	----	57.0	40.9	32.4	
25.	96.	94.			9.4	7.5	9.8	----	46	42	22	2	8	11	17		56.2	41.8	36.4	----	58.8	38.2	33.0	
19.	ALL	ALL			17.9	13.5	19.8	----	30	69	26	5	3	17	20	6	----	40.8	31.3	----	----	40.1	31.4	----
30.	75.	73.	20.		6.9	6.7	11.1	12.0	7	10	16	3	1	1	19	9	----	----	24.3	----	----	----	24.1	----
31.	89.	29.							14	18	3	2	4	3	7	1	----	----	----	----	----	----	----	----
29.	70.	50.	6.		6.0	6.2	6.3	----	22	18	18	2	5	6	15	3	----	43.0	33.0	----	----	41.3	33.4	----
21.	ALL	67.	7.		7.0	7.0	7.9	----	7	11	2		5	13	13	6	----	35.2	----		----	32.8	----	----
22.					10.6	11.7	10.9	----	10	2	5	4	6	5	4	5	28.9	----	----	----	27.9	----	----	----
1.	95.	88.	58.						56	25	56	4	20	24	39	10	46.4	41.2	34.4	----	45.0	38.8	34.3	----
30.	89.	40.			6.0	4.8	5.4	----	32	10	12	2	4	5	2	1	----	----	----	----	----	----	----	----
16.	ALL	62.			3.3	8.7	11.8		12	12	2			1			----	----	----			----		
26.	ALL	79.			24.1	25.3	29.6	----	36	3	1		5	11	3	2	----	----	----		----	----	----	----
21.					7.6	8.8	7.3		13	11	16		7	13	11		45.5	39.5	30.2		42.4	34.3	30.4	
20.	ALL								477	113	162	20	41	28	73	6	80.1	44.5	39.9	26.3	70.1	40.8	39.0	27.2
19.	ALL				5.3	----	----	----	8	4	2	1		1	2		----	----	----	----		----	----	
19.	75.				0.0	----	0.0	0.0	4		1	1	4	4	10	6	----		----	----	----	----	----	----
26.	ALL	64.			6.6	8.6	9.2	5.7	517	177	140	28	33	25	36	5	72.2	51.9	41.5	----	61.8	46.3	40.5	----
8.	97.	88.	91.						29	15	10			2	1		----	----	----			----	----	
5.	89.	72.	39.		8.7	8.7	8.7	8.7	51	22	11	4	23	17	12	16	42.3	37.5	32.2	----	38.6	34.0	30.3	----
25.	ALL	98.	13.		8.6	6.1	6.9		17	43	40		2	6	20		----	35.0	28.6		----	33.6	27.7	
25.	97.	77.	10.		8.7	9.3	9.3	10.2	18	10	18	9	13	20	21	19	40.8	34.0	31.5	28.4	38.2	32.3	30.3	27.5
23.	ALL	96.	2.		10.4	10.7	10.7	----	45	22	24	2	24	24	30	3	52.0	37.1	29.3	----	49.7	37.3	29.8	----
22.	ALL	93.	25.		22.8	20.8	27.9	18.3	41	16	8	3	22	13	16	12	44.0	36.8	29.3	----	38.7	32.6	30.7	----
28.	96.	88.	10.		5.6	6.1	6.9	6.8	199	201	158	5	22	82	71	9	51.3	40.0	37.8	----	49.3	39.4	33.1	----
23.	ALL	71.			8.7	9.7	9.5	----	6	4	4	1	5	3	9		----	----	----	----	----	----	----	
22.	ALL	82.	31.		4.8	4.9	6.4	----	3	4	4	1	6	18	9	2	----	----	----	----	----	----	----	----
22.	97.	66.			5.2	5.7	5.4	8.3	32	11	8	5	27	36	40	7	50.5	41.6	32.8	----	51.4	39.8	32.1	----
24.	97.	80.	2.		8.4	10.0	9.6	8.6	82	39	25	3	36	32	41	10	56.4	40.0	30.6	----	54.8	40.1	30.9	----
19.	96.	63.	22.		9.2	7.5	13.1	20.7	39	26	24	12	7	14	26	8	42.2	34.1	26.1	23.2	38.3	30.9	22.8	24.2
25.	98.	84.	33.		20.2	18.8	21.2	19.8	57	20	20	5	24	18	23	18	41.9	34.8	33.1	----	38.7	34.1	30.5	----
31.	96.	93.			7.1	8.8	8.1		19	38	23		4	8	14		----	33.6	29.1		----	33.2	26.8	

MASSACHUSETTS - (CONT'D)

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Suffolk University		IIA	1*	1*	1*	2	55.9	41.8	36.1	26.7	46.8	1	1	1	3	67.2	50.3	42.9	29.1	56.0
Tufts University	140	I	2	2	1		59.0	43.3	36.5		46.5	2	2	1		74.2	52.9	46.2		58.0
University of Lowell	148	IIA	1*	1*	1*	1*	57.5	45.8	38.2	31.8	48.1	1*	1*	1*	1*	71.9	57.4	47.9	39.9	60.2
Univ. Massachussets-Amherst	149	I	2	1	1		60.8	47.3	36.7	----	51.5	2	1	2		72.5	56.7	44.6	----	61.7
Univ. Massachusetts-Boston		IIA	1*	1*	1*		57.1	47.4	38.1	----	47.7	1	1*	1*		68.2	57.1	46.0	----	57.3
Wellesley College		IIB	1*	1*	1*		57.7	40.5	33.0	----	42.9	1*	1*	1*		73.7	52.1	40.9	----	54.4
Western New England College		IIA	1	2	1	1	50.8	37.2	33.7	28.0	40.3	2	3	2	2	60.5	45.0	40.0	32.7	48.1
Wheaton College		IIB	1	1	2		49.7	37.1	27.2		39.8	1	1	2		60.9	45.2	33.7		48.8
Wheelock College		IIA	3	4	4		41.4	32.5	27.5	----	31.9	3	4	4		51.1	39.6	32.8	----	38.6
Williams College		IIB	1*	1*	1*		57.4	40.5	34.0		43.6	1*	1*	1*		72.4	51.2	43.7		55.3
Worcester Polytechnic Inst.		IIA	1	1*	1*		55.3	44.2	39.1		46.5	1*	1*	1*		70.0	56.4	46.9		58.1

MICHIGAN

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Adrian College		IIB	3	4	4		35.5	28.1	24.6	----	30.2	3	3	3		45.7	37.4	31.7	----	39.2
Albion College		IIB	2	2	2		43.1	35.0	27.1	----	35.2	2	2	3		53.1	43.4	32.1	----	43.0
Alma College		IIB	2	2	2		40.1	33.5	27.2	----	34.1	2	2	2		51.7	42.9	33.6	----	43.4
Aquinas College		IIB	3	3	4		34.5	30.6	24.0	----	29.0	3	3	4		43.2	39.1	29.4	----	36.4
Calvin College		IIB	3	2	1	2	38.1	33.0	29.4	24.3	34.9	2	2	1	2	48.2	40.9	35.6	29.0	43.6
Central Michigan University		IIA	2	2	2	2	46.6	39.3	31.7	24.9	37.7	2	1	2	2	59.1	50.4	41.1	31.8	48.3
Concordia College		IIB	4	4	5		30.7	26.9	21.9		26.3	4	4	4		36.9	32.8	27.8		32.3
Eastern Michigan University		IIA	2	2	2	1	45.4	37.6	31.8	28.7	38.5	2	2	2	1	57.2	47.9	40.7	36.9	48.9
Ferris State College		IIB	2	2	1	1*	40.5	35.1	31.6	29.1	34.6	2	1	1*	1*	51.7	45.3	41.2	38.3	44.8
Grace Bible College		IIB					----	----	----		----					----	----	----		----
Grand Rapids Baptist College		IIB	5	5	5		26.6	23.1	19.6		22.1	5	5	5		32.5	28.3	24.0		27.0
Grand Valley State College		IIA	3	2	4		44.7	37.7	28.5	----	38.0	2	2	3		55.6	47.4	36.5	----	47.7
Great Lakes Bible College		IIB	5				24.9	----		----	22.8	5				28.7	----		----	26.3
Hope College		IIB	2	2	2		39.5	33.8	27.0	----	33.4	2	1	1		53.4	44.4	35.7	----	44.3
Kalamazoo College		IIB	1	1	1		43.8	35.4	29.0		37.7	1	1	1		54.0	44.3	36.1		46.8
Lake Superior State Univ.		IIB	3	2	2	2	37.2	32.6	27.7	23.2	31.2	3	2	2	2	47.1	41.5	35.1	29.2	39.5
Marygrove College		IIB	4	4	5		32.4	26.7	21.5	----	24.8	4	4	5		39.4	32.5	26.2	----	30.2
Mercy College of Detroit		IIB	3	3	4	3	34.3	29.2	23.3	21.5	26.1	4	3	4	3	40.8	36.5	28.2	26.3	31.9
Michigan State University		I	3	3	3	3	53.5	40.9	33.4	24.9	45.0	3	2	2	2	66.0	51.9	43.0	33.0	56.3
Michigan Technological Univ.		IIA	1*	2	1	3	56.0	39.6	33.7	24.3	40.1	1*	1	1	2	71.7	50.8	43.2	31.2	51.5
Nazareth College		IIB		4	4		----	28.6	23.6	----	25.8		4	5		----	32.3	26.4	----	29.1
Northern Michigan University		IIA	3	3	4	2	43.5	36.5	27.1	25.2	35.7	3	2	4	2	55.3	46.6	34.9	32.6	45.7
Oakland University		IIA	2	2	1	1*	48.4	38.6	33.5	30.2	39.7	1	1	1	1*	63.0	50.9	44.3	39.9	52.1
Olivet College		IIB	4	4	5		30.7	26.6	20.6	----	24.1	4	4	5		40.3	33.1	25.6	----	30.4
Reformed Bible College		IIB					----	----	----		25.3					----	----	----		31.1
Saginaw Valley State College		IIA	4	3	3	1*	39.9	33.7	30.1	30.0	35.9	3	3	3	1*	50.7	42.6	38.2	37.8	45.5
Siena Heights College		IIB		4	3			28.0	26.4	----	26.5		4	2			34.9	32.9	----	32.9
Spring Arbor College		IIB	5	5	5		28.6	25.5	22.1	----	24.7	5	4	4		35.5	31.9	27.8	----	30.5
University of Detroit	147	IIA	3	3	2	5	43.7	36.4	30.9	20.9	36.3	3	3	3	4	52.2	44.0	37.7	25.9	43.8
Univ.of Michigan-Ann Arbor		I	1	1*	1*		62.9	47.6	39.2	----	50.3	2	1	1*		76.2	59.2	49.5	----	62.0
Univ.of Michigan-Dearborn		IIA	3	3	2		45.1	35.0	31.7		36.1	2	3	2		56.1	44.4	40.5		45.6
Univ.of Michigan-Flint		IIA	3	2	3		44.4	37.8	29.8	----	34.6	3	2	3		55.5	47.8	38.4	----	43.9
Wayne State University	4	I	3	3	2	2	53.4	41.0	35.9	28.1	42.2	3	2	2	1	66.2	51.9	44.6	38.8	52.7
Western Michigan University		I	5	4	4	5	46.2	37.5	31.5	21.2	39.1	4	4	4	5	56.8	46.5	39.2	26.9	48.4

MINNESOTA

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Augsburg College	1	IIB	3	4	3		34.5	28.7	25.3	----	29.0	3	3	3		43.8	35.4	30.3	----	35.8
Bemidji State University	1	IIA	3	3	4	4	44.6	36.1	28.9	22.3	35.7	3	3	3	4	54.7	44.8	36.2	27.9	44.2
Bethel College		IIB	4	4	4	4	33.8	28.8	24.2	20.8	27.5	3	3	4	3	43.5	35.8	29.8	26.7	34.6
Carleton College		IIB	1	1*	1	1	50.3	40.0	31.2	26.6	40.8	1	1	1	1	62.3	48.4	37.2	31.3	49.7
College of Saint Benedict		IIB	2	2	2		38.7	32.2	27.1	----	30.4	3	2	2		47.0	40.1	33.2	----	37.5
College of St. Catherine		IIB	3	3	3	2	37.1	31.2	25.5	22.9	29.5	3	3	3	3	44.8	37.3	30.2	27.2	35.2
College of St. Scholastica		IIB	2	3	3	3	39.6	30.9	26.4	21.4	27.5	3	3	3	3	46.7	36.9	32.1	26.9	33.3
College of Saint Thomas		IIA	3	3	3	2	44.1	35.2	29.7	26.1	32.3	3	3	3	2	53.9	43.4	37.2	32.2	40.1
Concordia College-Moorhead		IIB	2	2	3	2	40.9	33.7	26.5	23.1	32.1	2	2	3	3	49.0	41.6	31.8	26.2	38.6
Gustavus Adolphus College		IIB	2	1	1	1	41.9	36.2	28.9	25.6	35.2	2	1	1	1	52.8	45.6	36.0	31.9	44.2
Hamline University	70	IIB	2	3	3		39.7	30.3	26.4		33.7	2	3	3		48.9	38.4	32.1		41.8
Macalester College		IIB	1	1	2		48.8	36.2	28.5	----	40.0	1	1	2		57.7	45.5	35.2	----	48.5
Mankato State University		IIA	2	2	2	3	46.1	37.6	31.3	23.4	38.9	2	2	2	3	57.2	47.3	39.9	30.7	48.8
Metropolitan State Univ.	1	IIB	1	1	1		44.7	38.4	31.6	----	38.2	1	1	1		54.8	47.0	38.7	----	46.7
Minneapolis Coll.Art&Design		IIB	3	4	4		34.3	28.7	23.6	----	28.1	4	4	5		40.7	33.3	26.8	----	32.6
Moorhead State University		IIA	2	2	3	3	46.0	37.3	30.1	23.3	37.3	3	3	4	4	54.1	43.9	35.4	27.5	43.8
Northwestern College		IIB	4	4	3		32.5	27.8	25.1	----	27.4	4	4	3		38.6	34.3	30.5	----	33.3
Northwestern Coll. of Chiro.		IIB		2	2		----	32.7	27.4	----	28.0		3	3		----	38.1	31.8	----	32.6
St. Cloud State University		IIA	2	2	3	4	45.7	37.4	30.6	23.1	37.7	2	2	2	3	56.6	46.8	38.8	29.8	47.1
St. John's University		IIB	2	1	2	2	43.0	35.8	28.3	23.8	33.2	1	1	1	2	56.2	46.5	35.5	29.5	42.7
Saint Mary's College		IIA	5	5	5		37.2	30.1	23.8	----	31.4	5	5	5		45.4	37.4	29.2	----	38.6
St. Olaf College		IIB	1	2	2	1	45.8	34.9	27.7	26.0	34.5	1	2	2	1	57.3	42.9	33.5	31.7	42.5
United Theol.Sem.Twin Cities		IIA	5				29.0	----			27.6	5				35.5	----			33.6
Univ. Minnesota-Twin Cities		I	3	3	3	2	54.5	39.8	34.4	28.7	45.7	3	3	2	1	67.9	50.9	44.4	37.6	57.6

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	92.	30.							79	48	19	6	12	18	9	4	56.6	42.6	35.7	----	51.1	39.6	37.0	----
25.	94.	81.			6.0	6.5	7.6		110	109	72		16	51	33		59.4	44.5	36.6		55.8	40.6	36.4	
25.	96.	81.	20.	7.	8.0	8.0	8.0	8.0	162	168	69	8	23	47	32	6	57.9	46.3	38.9	34.7	54.7	44.2	36.7	28.0
20.	98.	88.	5.		8.6	9.4	10.2	----	598	240	151	4	65	85	96		61.3	47.9	38.1	----	56.9	45.7	34.5	
20.	98.	93.	26.						136	136	41	2	34	67	45	3	57.9	47.8	39.1	----	54.1	46.4	37.1	----
27.	99.	98.			6.4	7.4	7.6	9.5	41	30	29	1	42	19	51	4	58.2	40.6	33.8	----	57.1	40.4	32.5	----
19.	ALL	89.	11.						42	32	28	8	6	5	10	3	51.3	----	34.6	----	47.6	----	31.1	----
23.	95.	94.			8.4	9.5	11.8	----	25	7	12		15	10	16		51.6	38.1	27.6		46.6	36.4	26.9	
21.	ALL	90.			4.7	5.7	5.9		4	2	3	1	5	8	14	2	----	----	----	----	----	----	----	----
27.	ALL	ALL			5.9	7.3	9.8		65	17	59		5	12	29		----	40.6	34.4		----	40.4	33.1	
25.	93.	89.	5.		6.8	7.3	8.0		68	57	53		1	6	9		----	44.7	39.0		----	39.6	39.2	
30.	97.	88.	6.		14.5	17.4	24.1	----	26	12	10	3	5	5	6	1	----	----	25.0	----	----	----	23.9	----
22.	ALL	91.	19.		6.8	7.7	7.6		36	25	24	1	4	7	12		----	35.8	28.1	----	----	31.8	24.9	
27.	ALL	71.	17.		5.8	8.6	8.8	----	28	12	11	1	2	2	7	3	----	----	27.8	----	----	----	26.3	----
25.	ALL	65.	8.		4.7	3.5	3.9	----	17	17	15	1	1	9	11		----	31.4	23.8	----	----	29.2	24.3	
25.	88.	15.							125	29	25	5	15	12	13	10	38.1	33.2	30.7	----	38.3	32.6	26.9	----
28.	97.	88.	34.	5.	7.2	6.5	6.3	5.1	174	120	139	29	31	29	67	33	47.0	39.5	32.5	26.0	44.0	38.3	30.2	23.9
23.	ALL	75.	25.		5.0	5.7	5.0		6	13	6			3	2		----	----	----			----	----	
27.	99.	83.	32.	21.	8.0	7.1	8.2	8.4	229	119	80	8	53	58	85	11	45.9	38.4	33.1	31.2	43.1	35.8	30.5	26.9
29.	95.	80.	41.	60.	6.6	6.5	6.5	6.3	100	137	126	23	4	31	46	7	----	35.4	31.9	29.5	----	33.8	30.6	27.9
...					----	----	----		2	1	2						----	----	----					
22.	89.	82.	43.						9	10	14			1	7		----	----	19.8			----	19.2	
26.	93.	77.	15.		6.4	6.7	8.0	----	80	68	23		8	31	30	4	45.1	38.0	28.2		40.2	37.1	28.7	----
15.	33.				0.0	----			6	2		1					----	----		----				
33.	98.	89.	8.		7.0	7.3	8.0	----	49	39	30	1	3	15	19	2	----	34.3	27.1	----	----	32.5	27.0	----
24.	97.	86.							35	14	14		2	7	6		----	36.3	30.1		----	33.5	26.4	
27.	ALL	90.	47.		0.2	1.2	0.7	2.4	23	30	21	10	1	11	15		----	32.7	28.1	----	----	32.5	27.0	
22.	ALL	95.	19.		----	9.1	8.9	----	2	7	3	2	4	14	13	3	----	26.9	----	----	----	26.6	----	----
22.	85.	70.	3.		9.1	13.1	9.8	9.4	7	12	12	2	6	18	22	20	34.2	30.9	24.7	----	34.4	28.1	22.5	----
25.	ALL	94.	5.		4.9	5.9	5.9	4.6	874	352	262	29	99	121	161	38	54.1	41.7	34.5	25.4	47.8	38.8	31.6	24.5
28.	97.	89.	15.		6.4	6.7	7.5	6.1	64	103	83	14	3	17	17	9	----	40.2	34.3	25.0	----	35.6	31.1	23.2
13.		80.	5.		----	3.5	3.6	----	1	2	11		3	8	8	4	----	----	24.2		----	----	22.8	----
28.	99.	82.	10.		5.8	6.1	7.9	6.3	128	52	29	24	14	27	32	12	43.9	38.0	27.5	26.0	40.4	33.6	26.7	23.4
31.	ALL	92.	6.		5.1	5.4	6.6	6.3	98	96	60	4	9	32	41	14	48.8	39.4	34.8	----	44.5	36.4	31.5	----
26.	ALL	88.	6.		5.4	5.1	5.9	----	7	7	10			1	7	1	----	----	20.4			----	20.8	----
23.					----	----	----		4	3					1		----	----					----	
27.	93.	62.	25.	17.	14.6	10.7	8.6	9.9	59	26	16	2	11	13	12	4	40.4	34.6	29.6	----	36.7	32.1	30.9	----
24.						7.0	7.5	----		10	16	3		6	12			28.2	26.8	----		27.7	25.9	
24.	ALL	76.	23.						11	13	9	3	1	4	4	2	----	----	----	----	----	----	----	----
21.	97.	85.	20.	9.					71	53	51	5	6	20	24	6	44.4	38.4	34.0	----	35.7	31.1	24.4	----
23.	97.	87.			6.5	7.4	8.4	----	746	265	281	2	70	75	137	3	63.7	48.5	40.6	----	54.9	44.3	36.4	----
26.	ALL	87.			4.9	5.4	6.6		51	50	25		7	13	9		45.7	35.4	32.9		40.5	33.5	28.4	
27.	97.	90.			5.4	6.0	6.0	----	30	39	31	1	9	10	15		45.2	38.6	30.1	----	41.9	34.8	29.3	
25.	92.	84.	21.						260	219	119	1	30	70	79	8	53.9	41.2	37.4	----	49.1	40.3	33.6	----
24.	99.	90.	24.		6.6	6.8	7.4	5.7	266	186	96	12	39	55	61	19	46.5	38.1	33.4	22.5	43.8	35.6	28.5	20.3
24.	ALL	83.	8.		11.1	11.7	10.7	----	28	11	18	2	6	7	19	3	34.6	28.8	26.3	----	34.2	28.6	24.3	----
24.	ALL	80.	40.		8.0	8.0	8.0	8.0	80	37	44	6	7	13	29	16	44.6	36.6	29.2	22.1	45.6	34.8	28.5	22.4
26.	96.	76.	3.		5.4	5.5	5.9	6.9	22	24	26	3	3	5	10	8	----	----	24.3	----	----	----	24.0	----
22.	ALL	ALL	10.		5.7	8.2	10.1	----	64	14	30	4	6	9	22	5	50.7	40.6	31.4	----	45.8	39.3	30.9	----
23.	ALL	98.	26.		5.0	6.4	8.0	7.5	4	22	13	1	4	18	22	2	----	31.7	26.7	----	----	32.7	27.3	----
19.	ALL	92.	46.		5.0	5.0	5.0	5.0	10	22	6	5	14	26	31	11	38.5	30.6	26.3	----	36.1	31.7	25.4	----
21.	90.	85.	15.	4.	11.3	7.7	7.7	8.7	2	11	22	5	8	9	26	18	----	30.7	27.6	----	----	31.2	25.4	----
24.	92.	91.	38.	3.					22	51	74	20	3	13	36	12	----	35.9	31.2	26.3	----	32.5	26.8	25.6
20.	98.	92.	24.		8.6	8.7	10.0	14.9	46	29	35	10	4	8	23	9	----	33.5	26.9	23.1	----	34.6	26.0	23.2
26.	98.	ALL	11.		7.0	8.1	9.8	10.4	39	38	22	5	5	9	16	6	----	36.7	29.0	----	----	34.5	28.6	----
24.	97.	90.	5.		9.4	9.7	6.7		33	17	10		4	4	10		----	----	25.6		----	----	27.2	
21.	96.	ALL	4.		7.5	9.8	11.0	----	48	28	12	2	9	10	11	2	50.4	36.1	30.2	----	40.7	36.6	26.7	----
25.	90.	61.	39.						178	87	56	12	18	36	61	11	46.2	38.4	31.8	23.8	44.6	35.8	30.9	22.9
22.	85.	53.	17.		7.2	9.9	9.2	----	10	7	7	1	3	8	5		----	39.3	----	----	----	37.6	----	
16.	13.				4.0	4.0	3.0	----	13	11	7	2	2	10	9	2	----	29.0	23.2	----	----	28.3	23.9	----
18.	96.	76.	41.						99	51	53	11	18	29	43	13	46.1	37.6	30.1	23.3	45.6	36.8	30.0	23.3
22.					5.2	8.3	8.8	----	9	8	11	2		7	7		----	28.5	27.0	----		27.0	22.1	
17.					----	4.9	4.0	----	1	6	16		1	1	5	3	----	----	----		----	----	----	----
25.	96.	66.	35.						198	76	92	17	26	31	67	27	45.8	37.9	31.5	24.4	44.6	36.2	29.4	22.3
28.	91.	ALL	24.		5.8	5.6	6.5	5.5	22	41	28	6	1	9	10	3	----	36.8	28.6	---	----	31.0	27.3	----
23.	ALL	71.			5.0	5.0	5.0		25	21	10		4	3	5	2	----	----	----		----	----	----	----
23.	99.	95.	15.	4.	5.3	6.0	7.0	6.2	61	55	46	11	7	23	40	14	46.0	35.7	28.0	27.2	43.6	32.9	27.3	25.1
22.	ALL				2.0	----			9	1				3			----	----				----		
26.	95.	91.	9.						665	338	186	11	82	123	117	16	55.1	40.7	35.9	29.6	49.8	37.2	31.9	28.2

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MINNESOTA - (CONT'D)																				
Univ. Minnesota-Duluth		IIA	2	2	2	1	47.7	38.2	31.1	29.0	37.5	2	2	2	1*	60.1	48.9	40.4	37.9	47.9
Univ. Minnesota-Morris		IIB	1	2	2	2	44.3	32.9	28.6	23.9	32.3	1	2	1	1	56.1	42.5	37.3	31.6	41.7
Univ. Minn.Tech.C.-Crookston		III		2	2		----	35.5	30.5	----	31.8		2	1		----	45.3	39.3	----	40.9
Univ. Minn.Tech.Coll.-Waseca		III		2	1		----	34.3	30.9	----	32.8		2	1		----	45.1	41.1	----	43.4
Winona State University	1	IIB	1	1	1	3	45.8	37.7	30.1	22.3	37.7	1	1	1	3	54.3	45.2	36.1	27.1	44.9
MISSISSIPPI																				
Alcorn State University		IIB	3	3	3	4	34.6	30.9	25.1	19.3	25.4	3	3	3	4	43.0	38.4	31.2	24.0	31.5
Belhaven College	PNA	IIB																		
Delta State University		IIA	5	5	5	5	33.2	26.3	24.2	20.1	26.5	5	5	5	5	39.7	31.6	29.1	24.3	31.9
Millsaps College		IIB	2	3	3		40.3	31.0	26.9	----	32.0	2	3	3		49.6	37.5	32.0	----	38.7
Mississippi State University		I	5	5	5	5	40.9	32.7	29.4	21.8	34.3	5	5	5	5	49.5	39.8	35.8	26.8	41.6
Mississippi Valley St. Univ.		IIB	4	4	4	4	31.0	27.4	24.2	19.8	25.8	4	4	4	4	37.8	33.4	29.7	24.3	31.6
Reformed Theological Sem.		IIA	5				37.1	----	----		36.7	4				46.0	----	----		45.4
University of Mississippi		I	5	4	4	5	46.1	36.8	31.4	21.9	37.0	5	4	4	5	54.9	43.9	37.5	26.4	44.2
Univ.of Southern Mississippi		I	4	4	4	4	50.3	37.6	32.3	23.6	37.5	4	4	4	4	59.2	44.7	38.6	28.5	44.6
MISSOURI																				
Assemblies of God Theol.Sem.		IIA		5			----	27.5	----		28.0		5			----	30.6	----		31.0
Avila College		IIB	5	4	4	3	29.9	27.8	24.2	21.1	25.8	5	4	4	4	34.5	31.8	27.4	23.8	29.5
Central Bible College		IIB		5	5		----	24.3	20.8	----	23.8		5	5		----	27.7	23.7	----	26.9
Central Methodist College		IIB	4	4	5	3	33.6	27.6	22.2	22.3	26.0	4	4	5	3	40.4	33.0	26.1	26.2	30.8
Central Missouri State Univ.		IIA	4	3	3	4	40.6	36.0	30.2	22.8	34.5	4	3	3	4	48.9	43.7	36.6	27.9	41.8
Columbia College		IIB	5	5	4	4	29.4	25.2	23.6	19.5	24.4	5	5	4	4	34.0	29.4	27.9	23.0	28.6
Cottey College		III	5	5	5		30.3	23.7	20.7	----	23.6	5	5	5		37.0	29.1	25.4	----	28.9
Covenant Theological Sem.	1	IIA					----	----	----		25.7					----	----	----		30.2
Culver-Stockton College		IIB	3	4	4		35.2	28.2	23.2		27.6	4	4	5		41.3	33.6	26.8		32.4
Drury College		IIB	3	3	3	2	36.4	31.2	25.7	23.2	30.8	3	3	3	2	44.0	38.3	30.6	27.7	37.2
Eden Theological Seminary		IIA					----	----	----		34.0					----	----	----		41.9
Evangel College		IIB	5	5	5		29.9	24.6	21.6	----	23.4	5	5	5		35.3	29.0	25.8	----	27.8
Florissant Valley-St.LouisCC		III	2	1	1		43.3	37.0	31.0	----	38.6	2	2	2		50.1	43.1	36.5	----	44.9
Forest Park-St.Louis Comm.C.		III	2	1	2	2	43.2	37.3	29.5	25.4	36.1	3	2	3	3	49.9	43.4	34.7	30.1	42.0
Fontbonne College	62	IIB	5	5	5	5	27.2	21.5	18.3	18.6	21.7	5	5	5	5	32.1	25.6	21.7	21.7	25.7
Hannibal-LaGrange College		III			5		----	----	21.3	----	21.2			5		----	----	26.2	----	26.2
Harris-Stowe State College		IIB	4	4	2	2	32.3	27.6	27.8	23.7	27.7	4	4	2	2	38.9	33.6	33.7	29.0	33.7
Kansas City Art Institute		IIB	4	4			33.1	28.9	----		29.3	4	4			39.9	34.1	----		34.7
Lincoln University	4	IIA	5	5	5	5	33.4	27.0	24.3	20.1	25.4	5	5	5	5	39.8	32.3	29.2	24.5	30.5
Lindenwood College		IIA	5	5	5		30.3	24.9	23.2		25.6	5	5	5		36.3	29.9	27.5		30.6
Maryville College		IIB	3	4	4	4	35.0	28.3	22.6	20.9	28.2	4	4	5	4	40.8	33.5	26.4	24.0	32.9
Meramec -St.Louis Comm.Coll.		III	2	2	2	2	43.3	35.9	29.9	24.9	37.4	2	3	3	3	50.1	41.9	35.2	29.6	43.6
Missouri Baptist College		IIB				5	----	----	----	12.8	16.3				5	----	----	----	16.2	20.9
Missouri Southern State Coll		IIB	2	2	1	2	40.9	34.5	29.1	24.5	32.2	2	2	1	1	49.7	42.0	35.7	30.2	39.4
Missouri Valley College		IIB	5	5	5	5	25.2	24.9	21.5	17.6	22.3	5	5	5	5	30.0	29.6	25.7	21.3	26.6
Missouri Western State Coll.		IIB	2	2	2	3	39.0	33.2	27.6	21.8	31.1	2	2	2	2	47.3	40.4	33.8	27.3	37.9
Nazarene Theol. Seminary		IIA	5				31.2	----	----		30.7	5				41.6	----	----		41.0
Northeast Missouri St. Univ.		IIA	3	3	4	3	42.1	34.9	29.1	24.4	32.2	3	3	4	3	51.0	42.2	35.3	29.8	39.1
Northwest Missouri St. Univ.		IIA	4	4	5	4	38.4	32.8	26.5	21.9	29.2	4	4	5	4	46.0	39.4	32.0	26.6	35.2
Park College		IIB	5	5	5		27.8	22.1	19.3	----	22.6	5	5	5		33.5	26.3	22.9	----	27.0
Rockhurst College	117	IIB	2	2	3	3	39.5	32.2	26.9	22.2	29.8	2	3	3	3	48.8	38.7	30.8	25.3	35.4
St.Louis College of Pharmacy		IIB	2	1	1		41.7	36.1	29.3	----	33.6	2	2	2		49.0	42.6	34.4	----	39.3
Saint Louis Univ.-Main		I	4	5	5	3	48.2	35.6	30.1	25.3	38.4	5	5	5	4	55.7	41.7	35.5	30.1	44.8
School of the Ozarks		IIB	4	4	4		33.4	27.7	24.5		28.6	4	4	4		39.7	33.2	29.6		34.2
Southeast Missouri St. Univ.		IIA	4	3	3	2	40.9	34.7	29.9	25.0	33.9	4	3	3	3	49.3	42.1	36.3	30.5	41.1
Southwest Baptist University		IIB	5	5	5	4	27.8	21.7	21.4	19.6	23.3	5	5	4	3	34.4	28.0	27.8	26.1	29.7
Southwest Missouri St. Univ.		IIA	3	3	3	4	43.1	36.5	30.2	22.8	34.7	3	3	3	4	51.7	44.1	36.6	27.9	41.9
Stephens College		IIB									22.7									28.5
Tarkio College	10	IIB		5	4	5	----	24.6	22.5	18.8	22.4		5	5	4	----	29.9	26.9	22.8	26.9
Univ.of Missouri-Columbia		I	5	5	4	4	46.2	34.8	31.1	22.1	37.7	5	5	5	5	54.6	41.7	37.1	26.6	44.8
Univ.of Missouri-Kansas City		I	5	5	5	4	44.9	34.5	30.4	22.4	37.3	5	5	5	5	53.1	41.2	36.1	26.9	44.3
Univ.of Missouri-Rolla		I	4	4	3		48.2	37.8	33.8	----	42.3	4	4	3		57.1	45.4	40.4	----	50.3
Univ.of Missouri-St. Louis		IIA	2	3	3		46.0	35.6	30.7	----	37.1	3	3	3		54.4	42.3	36.4	----	44.1
Washington University		I	2	2	3	2	58.2	41.6	33.5	27.3	46.4	2	3	4	3	71.0	50.1	39.1	32.1	56.0
Webster University		IIA	5	5	5		35.4	29.2	20.5	----	26.8	5	5	5		42.8	35.6	25.5	----	32.9
Westminster College		IIB	3	3	3		35.1	29.4	25.9	----	29.7	3	3	3		42.4	35.3	30.7	----	35.7
William Jewell College		IIB	3	4	3		34.6	28.8	24.8	----	29.0	3	3	3		44.2	35.6	31.0	----	36.5
William Woods College		IIB	5	5	5	4	29.5	24.3	21.1	20.6	23.4	5	5	5	4	34.6	27.9	25.0	23.7	27.3
MONTANA																				
Carroll College		IIB	4	4	5		31.6	27.1	22.2	----	26.0	4	4	5		38.6	32.8	25.7	----	31.2
College of Great Falls		IIB	5	5	5		26.6	23.0	20.6	----	22.6	5	5	5		31.1	27.2	24.4	----	26.7
Eastern Montana College		IIA	5	5	5	5	31.0	27.9	23.8	20.0	27.1	5	5	5	5	37.2	33.7	28.9	24.5	32.8
Montana Coll.Min.Sci.& Tech.		IIA	4	4	5		37.6	33.3	26.0	----	32.7	4	4	5		45.7	40.6	31.7	----	39.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
28.	98.	93.	22.						63	68	55	15	3	26	32	8	----	38.6	32.1	29.6	----	37.0	29.4	27.9
29.	90.	95.	24.						26	16	26	17	3	5	8	11	----	----	28.9	24.7	----	----	27.7	22.6
29.		ALL	84.						1	13	16	3		1	9	1	----	----	31.1	----		----	29.4	----
32.		ALL	43.						5	12	11			2	3	3	----	----	----			----	----	----
19.	91.	70.	30.		6.4	9.1	10.0	11.0	88	44	35	7	13	25	36	12	46.2	38.2	30.2	21.9	43.0	36.9	30.0	22.5
24.	93.	47.	14.		5.2	5.7	15.3	14.6	11	22	22	25	4	8	22	23	----	30.9	24.9	19.3	----	30.9	25.3	19.5
20.	75.	28.	8.		2.6	1.5	0.7	0.3	54	12	32	20	11	6	21	27	33.4	25.9	24.2	21.6	32.2	27.3	24.0	18.9
21..	91.	70.	9.		3.4	5.5	7.5		22	22	18		1	11	5	3	----	31.7	----		----	29.7	----	----
21.									286	152	126	26	22	27	41	38	41.3	33.3	29.8	24.9	36.7	29.8	28.4	19.6
23.	81.	56.	30.		6.8	8.8	9.8	10.7	21	14	26	11	5	2	20	4	----	----	25.6	----	----	----	22.3	----
24.					----	----	----		6	4	2						----	----	----					
19.	96.	80.	16.		13.8	15.8	15.5	13.3	119	99	92	11	7	16	36	15	46.4	37.3	32.3	22.6	41.8	33.6	28.6	21.3
19.	89.	68.	16.		15.5	12.5	13.6	12.5	146	118	113	23	15	36	82	48	50.7	38.3	33.9	23.5	46.4	35.4	30.0	23.7
11.									2	7	1						----	----	----					
14.					3.6	5.8	6.0	3.2	6	11	5	3	3	8	8	8	----	26.8	----	----	----	29.0	----	----
13.									4	9	5		1	3	5	1	----	----	----		----	----	----	----
19.	ALL	87.	6.						10	12	6	4		3	12	5	----	----	23.0	----		----	21.8	----
21.	97.	92.	39.	12.					133	83	82	13	22	12	41	29	40.7	35.9	30.5	23.8	40.2	36.8	29.6	22.3
17.	ALL	89.							5	5	8	4	5	4	4	5	----	----	----	----	----	----	----	----
22.	ALL	90.	33.						3	5	4		4	5	8	3	----	----	----		----	----	----	----
17.					----	----	----		3	3	2						----	----	----					
17.	88.	73.	6.		6.3	8.7	9.5		7	12	10		1	3	6		----	----	23.9		----	----	22.2	
21.	97.	46.			4.2	4.8	7.5	----	26	18	10	3	3	6	4	4	----	32.7	----	----	----	26.7	----	----
23.									4		4			2			----		----			----		
19.	ALL	73.	24.		2.1	6.6	4.9	8.9	13	12	33	3	2	3	17	2	----	----	21.9	----	----	----	21.0	----
16.									42	36	15	2	20	16	10		43.9	37.7	31.1	----	42.0	35.3	30.8	
16.									28	23	4	9	10	18	18	7	43.4	37.5	----	25.5	42.6	37.0	----	25.2
19.	ALL	61.	20.		10.1	6.9	9.2	7.7	5	8	5	3	6	15	5	4	----	20.5	----	----	----	22.0	----	----
23.									1	2	16	4		2	9	1	----	----	22.2	----		----	19.6	----
21.	86.	70.	58.	13.	3.0	4.2	3.4	----	5	6	4	5	2	4	8	3	----	----	----	----	----	----	----	----
18.	ALL	85.			6.1	5.0	----		15	12	1		1	1	4		----	----	----		----	----	----	
20.	ALL	40.	22.						14	16	20	13	5	4	16	11	----	----	25.3	19.4	----	----	23.0	20.9
20.	91.	91.	33.						9	16	5		2	7	10		----	25.7	----		----	23.0	----	
17.	ALL	45.	4.		10.0	9.0	12.0	----	17	3	5	1	9	8	18	6	34.6	----	----	----	35.6	----	----	----
16.									51	36	14	1	20	23	18	6	43.7	37.0	31.1	----	42.4	34.2	29.0	----
29.									1	1	2	12		2	2	3	----	----	----	----		----	----	----
22.	87.	84.	47.	3.	4.1	4.3	5.0	6.1	36	33	39	20	3	5	25	9	----	----	29.6	24.8	----	----	28.3	23.6
20.	17.	36.							6	8	10	5		3	2	3	----	----	----	----		----	----	----
22.	97.	90.	41.		2.0	3.7	3.7	4.0	34	22	40	4	4	9	28	10	----	33.1	28.0	----	----	33.4	27.0	----
33.	ALL				2.4	----	----		12	2	3						----	----	----					
21.	98.	87.	29.	15.	3.0	3.7	6.6	6.1	51	54	89	11	7	16	48	29	42.3	35.2	29.3	26.9	41.1	33.9	28.6	23.4
21.	96.	56.	32.						50	34	56	13	5	5	31	17	----	----	26.7	22.4	----	----	26.1	21.5
19.	ALL	50.							10	6	8			2	6	1	----	----	20.1			----	18.4	----
18.	ALL	ALL	24.						7	19	14	7	4	7	7	7	----	32.7	26.6	21.7	----	30.9	27.6	22.7
17.	ALL	27.	23.		----	6.0	5.9	----	6	8	3	1		3	10	3	----	----	----	----		----	----	----
17.	ALL	97.	16.	11.	6.4	6.1	7.0	6.7	117	64	47	7	16	32	34	20	48.9	36.1	31.1	27.8	43.7	34.7	28.7	24.4
20.	ALL	88.	42.		8.1	8.3	7.7		23	17	20		7	7	11		33.7	27.7	25.4		32.4	27.9	23.0	
21.	95.	77.	48.	9.					100	79	69	20	13	20	42	27	41.0	34.9	29.8	26.4	40.0	34.1	30.1	24.0
28.	85.	80.	41.		4.1	4.1	4.1	4.1	22	17	10	8	5	3	7	8	----	----	22.3	20.4	----	----	20.0	18.8
21.	97.	87.	31.	31.	4.9	5.7	6.1	6.4	182	111	102	34	20	28	63	30	43.2	36.8	30.4	23.3	41.9	35.3	29.8	22.1
25.																								
20.		9.							4	11	16	7	1		6	4	----	----	23.0	----	----		21.2	----
19.	99.	88.	9.	2.	2.6	2.8	3.2	6.6	346	220	139	27	22	49	85	31	46.4	35.2	32.1	22.6	42.1	33.4	29.4	21.7
19.	99.	86.	14.	25.	2.7	3.0	5.2	4.0	166	117	75		17	38	46	8	45.3	35.5	31.8		41.4	31.5	28.2	----
19.	99.	93.	17.		2.0	2.2	2.7	----	132	62	48	1	1	5	5	1	----	----	----	----	----	----	----	----
19.	99.	97.	15.		4.7	4.4	5.5	4.3	71	88	54	4	9	30	26	1	46.0	36.1	31.3	----	45.7	33.9	29.5	----
21.	95.	80.	1.						265	104	122	6	19	20	42	10	58.4	42.2	34.1	28.3	55.3	38.1	31.9	26.6
23.	96.	80.	11.						11	24	21	2	12	11	15	1	37.1	31.4	20.8	----	33.8	24.5	20.1	----
20.	86.	ALL	38.		3.2	4.2	4.4	----	14	19	7	1		3	1	4	----	----	----	----		----	----	----
26.	ALL	74.	32.		7.9	7.5	9.0	8.6	23	14	16	2	9	5	18	2	35.7	----	26.1	----	31.7	----	23.7	----
16.	ALL	90.	14.		5.1	4.8	4.9	4.5	8	5	6	3	3	5	8	10	----	----	21.9	----	----	----	20.5	----
20.	ALL	72.	13.		0.0	2.6	3.5	----	11	20	10	1	2	5	13	1	----	----	22.9	----	----	----	21.6	----
18.	ALL	67.	45.		6.9	8.0	8.4	----	10	8	8	2		1	3	3	----	----	----	----		----	----	----
21.	ALL	67.	24.						30	38	22	1	7	10	20	5	31.1	28.3	24.3	----	30.3	26.3	23.2	----
22.	97.	84.			1.9	1.3	1.2	----	33	22	16	3		3	2	2	----	----	----	----		----	----	----

	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
M O N T A N A -(CONTD)																				
Montana State University		I	5	5	5		38.4	30.4	25.6	----	31.6	5	5	5		45.8	36.6	31.0	----	38.0
Rocky Mountain College		IIB	5	5	5		29.8	25.2	21.0	----	23.7	5	5	5		34.8	29.8	24.3	----	27.7
University of Montana		I	5	5	5	5	34.0	27.4	25.4	19.0	30.3	5	5	5	5	40.6	33.1	30.7	23.3	36.4
Western Montana College		IIA	5	5	5		33.2	25.9	21.7	----	24.3	5	5	5		39.7	31.3	26.4	----	29.5
N E B R A S K A																				
Bellevue College		IIB		5	5		----	24.5	20.9	----	21.3		5	5		----	28.4	24.3	----	24.8
Chadron State College		IIA	4	5	5	5	39.3	30.9	26.6	20.5	31.5	4	5	5	5	45.9	36.4	31.5	24.5	37.0
College of Saint Mary		IIB		4	4		----	26.4	23.8	----	24.7		5	4		----	30.8	27.5	----	28.7
Concordia Teachers College		IIA	5	5	5		27.2	24.7	18.4	----	23.6	5	5	5		32.6	29.7	23.0	----	28.6
Creighton University		IIA	2	3	4	4	48.9	36.2	28.5	21.2	35.2	2	4	4	5	55.9	41.5	32.7	23.6	40.3
Dana College		IIB	5	5	5		25.8	23.8	22.1	----	23.2	5	5	5		31.7	29.7	26.3	----	28.1
Doane College		IIB	3	3	4		35.1	29.5	24.3	----	27.9	4	4	4		41.0	34.1	28.0	----	32.3
Grace College of the Bible	4	IIB									16.2									20.8
Hastings College		IIB	4	4	4	4	31.1	28.1	23.1	19.8	26.3	4	4	4	4	37.8	34.6	27.6	24.4	32.0
Kearney State College		IIA	4	4	4	4	38.5	31.8	27.0	21.4	30.1	5	5	5	4	45.2	37.6	32.1	25.8	35.7
Midland Lutheran College		IIB	4	4	4		31.5	27.2	23.3	----	25.6	4	4	4		39.4	34.3	27.8	----	31.2
Nebraska Christian College		IIB					----	----			----					----	----			----
Nebraska Wesleyan University		IIB	3	3	3		36.6	29.7	26.3	----	31.5	3	3	3		44.1	35.8	31.2	----	37.9
Peru State College		IIB	3	3	2	3	38.2	30.9	27.4	22.0	29.8	3	3	3	3	44.7	36.3	32.6	26.2	35.2
Platte Valley Bible College		IIB	-				----				----					----				----
Union College		IIB	5	5	5		23.0	21.9	19.3		21.2	5	5	5		28.5	27.2	24.3		26.4
Univ.of Nebraska-Lincoln	1	I	5	5	4	5	46.2	35.0	30.8	19.2	38.1	5	5	5	5	54.2	41.7	36.8	23.5	45.1
Univ.of Nebraska at Omaha	151	IIA	4	4	4	2	39.9	32.3	28.5	25.6	33.0	4	4	4	3	47.2	38.5	34.1	30.8	39.2
Wayne State College		IIB	3	3	3	3	37.2	31.9	26.9	21.1	30.1	3	3	3	3	43.6	37.6	32.0	25.4	35.5
York College		III					----	----	----	----	19.0					----	----	----	----	21.7
N E V A D A																				
University of Nevada, Reno	4	I	4	4	3		49.2	38.8	33.4	----	40.0	4	4	4		57.6	45.3	38.9	----	46.8
Univ. of Nevada-Las Vegas	3	IIA	2	1	1		49.9	40.6	33.2	----	39.3	2	2	2		57.2	46.8	38.7	----	45.4
N E W H A M P S H I R E																				
Dartmouth College		I	2	2	2	2	61.3	43.6	36.3	28.2	49.9	1	1	2	2	77.6	55.0	44.4	34.1	62.6
Franklin Pierce College		IIB	4	4	5	4	31.0	26.4	21.4	19.5	26.0	4	4	5	4	40.3	32.9	25.9	22.8	32.6
Franklin Pierce Law Center		IIA	1*				59.4		----		57.6	1*				69.6		----		67.5
New Hampshire College		IIB	2	2	2		39.7	34.1	27.8	----	33.2	2	1	1		53.0	46.2	38.5	----	45.1
N.H. Voc.-Tech.Coll.-Clrmont		III	5	5	5		29.1	24.7	22.8	----	25.2	5	5	5		35.0	29.4	27.7	----	30.1
N.H. Voc.-Tech. Col.-Laconia		III	5				29.3	----	----		28.1	5				35.2	----	----		33.9
Plymouth State College		IIB	2	2	2	1	40.9	33.3	28.3	25.9	34.0	2	2	2	1	49.7	40.6	34.4	31.4	41.4
Rivier College		IIA		5	5		----	29.6	25.1	----	28.7		5	5		----	34.8	29.0	----	33.4
University of New Hampshire	5	I	4	4	5	1	48.0	37.2	30.7	29.2	38.8	4	4	2	1	58.8	46.4	43.3	36.9	49.3
N E W J E R S E Y																				
Atlantic Community College		III	2	1	1		41.0	38.5	31.8	----	36.1	2	1	1		50.9	47.9	40.0	----	45.1
Bloomfield College		IIB	3	3	3		36.9	30.6	26.1	----	30.5	3	3	2		45.7	37.9	33.3	----	38.1
Brookdale Community College		III	1	1	2	2	45.5	38.7	29.8	25.6	37.2	1	1	2	2	55.4	47.6	37.4	32.5	45.9
Caldwell College		IIB	4	5	5		33.4	25.4	19.4	----	24.9	4	5	5		40.0	30.5	23.5	----	29.9
Camden County College		III	1	1*	1*		44.6	40.4	35.2	----	35.6	1	1*	1*		55.3	50.5	44.5	----	44.9
Centenary College		IIB		5	5	5	----	25.5	20.7	17.8	22.0		5	5	5	----	29.8	23.2	20.1	25.1
College of Saint Elizabeth		IIB	4	3	4		33.2	30.9	24.7	----	28.6	5	4	4		36.1	32.3	27.5	----	30.9
County College of Morris		III	2	1	2	2	43.5	36.6	30.0	25.1	35.3	2	2	2	2	52.7	44.8	37.2	31.5	43.2
Drew University		I	4	4	5	2	49.5	38.7	28.5	26.5	41.4	4	4	5	4	61.8	47.1	33.4	30.2	50.7
Essex County College	4	III	1*	1*	1	3	46.3	40.3	32.9	24.6	37.5	1	1	1	3	54.8	48.0	39.5	30.1	44.7
Fairleigh Dickinson Univ.	60	IIA	2	2	1	1	47.0	39.1	33.6	27.3	40.6	2	2	1	2	57.2	48.0	41.5	34.0	49.7
Felician College		IIB		5	5		----	25.4	21.6	----	22.5		5	5		----	30.9	24.3	----	26.1
Georgian Court College		IIB	3	3	1	2	36.7	31.8	29.1	23.4	29.9	3	3	2	2	42.5	37.3	35.0	28.5	35.5
Glassboro State College		IIB	1*	1*	1*	1*	54.0	43.4	34.8	30.1	43.6	1*	1*	1*	1*	65.8	53.6	43.7	38.3	53.8
Gloucester County College		III	2	1	1*	1*	41.0	39.1	37.0	33.1	37.7	2	1	1*	1*	51.1	48.9	46.0	42.0	47.1
Hudson County Comm. College		III			4	3	----	----	24.8	23.1	24.9			4	3	----	----	31.4	29.6	31.6
Jersey City State College		IIB	1*	1*	1*		54.1	44.2	34.8		44.0	1	1*	1*		63.7	52.5	41.6		52.1
Mercer County Comm. College		III	1	1	1	3	44.9	38.2	30.8	24.7	36.1	1	1	2	2	55.0	47.1	38.6	31.4	44.7
Middlesex County College	22	III	1*	1*	1*	1*	49.5	45.7	38.2	28.7	41.2	1*	1*	1*	1	61.0	56.5	47.6	36.3	51.2
Monmouth College		IIA	2	1	2		48.8	40.2	31.9	----	40.0	2	1	2		60.7	52.0	40.2	----	50.6
New Brunswick Theol.Seminary		IIB					----	----	----		25.8					----	----	----		40.6
New Jersey Inst. of Tech.		IIA	1*	1*	1*		64.6	50.2	42.5		48.4	1*	1*	1*		79.2	63.1	54.4		60.8
Northeastern Bible College		IIB					----	----	----	----	26.7					----	----	----	----	32.2
Ocean County College		III	1*	1*	1	3	47.6	43.1	31.2	24.6	37.1	1	1*	1	2	55.4	50.8	38.9	32.3	44.8
Passaic County Comm. College	4	III		2	3	3	----	35.2	28.5	24.0	30.2		2	3	3	----	43.7	35.9	30.7	37.8
Princeton Theol. Seminary		I	2		2		57.8	----	35.7	----	49.5	1		1		76.4	----	46.7	----	65.5
Princeton University		I	1*	1	2	1	71.4	45.4	34.6	30.2	55.3	1*	2	3	2	86.6	54.1	41.4	33.9	66.7
Ramapo College of New Jersey		IIB	1	1*	1		48.9	42.5	31.3	----	40.0	1	1*	1		59.9	52.4	39.5	----	49.5

(6)	(7)				(8)				(9)								(10)							
EN.AS OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	94.	76.	15.		0.5	0.4	-0.3	----	154	128	84	3	6	22	53	2	38.6	30.5	25.9	----	34.1	30.3	25.1	----
17.	83.	75.	15.		----	6.2	11.1	----	5	7	8	1	1	1	5	2	----	----	----	----	----	----	----	----
20.	98.	69.			0.5	1.8	3.1	----	176	64	50	4	24	19	18	11	34.1	27.9	26.0	----	33.3	25.9	23.5	----
21.	83.	50.	18.		----	2.9	1.8	----	6	11	12	1		1	10	1	----	----	21.6	----		----	21.7	----
17.									3	8	13	2		4	4	3	----	----	----	----		----	----	----
18.	97.	53.	37.	17.	9.4	15.3	17.3	16.2	30	16	15	9		3	4	3	----	----	----	----		----	----	----
16.										8	1	1	3	4	17	2		----	----	----	----	----	----	----
21.	ALL	71.							20	11	7	1	1	3	9	1	----	----	19.4	----	----	----	17.7	----
14.	92.	81.	39.	7.	6.2	7.7	7.1	4.6	62	84	51	7	3	17	45	7	----	37.0	29.8	23.5	----	31.9	27.1	18.8
21.	ALL	ALL	50.		10.0	8.0	8.5	----	7	9	6	3	1		6	2	----	----	22.7	----	----		21.6	----
16.	ALL	77.			10.4	8.0	6.8	----	9	11	13	1	2	2	7	2	----	----	24.9	----	----	----	23.3	----
29.																								
21.	89.	76.	25.		6.6	7.4	6.6	9.6	17	14	14	3	1	3	6	5	----	----	23.5	----	----	----	22.4	----
18.	97.	74.	30.	19.	9.5	10.1	12.6	13.7	80	53	72	19	8	9	32	28	38.7	31.8	27.0	21.4	36.5	31.7	26.8	21.4
22.	ALL	91.	46.						8	7	14	1	2	4	12	4	----	----	25.0	----	----	----	21.4	----
---									3	2							----	----						
20.	94.	86.	32.		6.4	7.2	7.5	----	30	14	13	3	4	8	6	1	----	29.4	26.3	----	----	30.1	26.2	----
18.	92.	42.	55.	8.					12	11	10	8	1	1	1	4	----	----	----	----	----	----	----	----
---									3								----							
25.	54.								9	7	6		4		7		----	----	20.8		----		18.0	
18.	96.	83.	8.		11.5	12.3	12.8	11.1	444	251	189	21	27	44	86	25	46.5	35.4	31.8	18.9	42.7	33.0	28.6	19.4
19.	98.	87.	24.		9.0	9.7	9.4	9.2	121	98	63	16	11	29	31	24	40.3	32.5	29.0	28.3	35.1	31.5	27.5	23.7
18.	96.	58.	33.	5.	8.3	11.3	15.2	10.1	23	27	10	11	2	9	11	9	----	32.4	28.0	22.1	----	30.5	25.9	20.0
14.					----	----	----	----	2	4	3	2			2	1	----	----	----	----			----	----
17.	96.	74.	6.		6.0	6.1	5.9	----	105	94	50	1	9	22	38	2	49.4	39.5	34.3	----	46.3	35.9	32.3	----
16.	86.	81.	22.						103	106	80		15	18	36	1	50.2	40.6	33.5		47.5	40.5	32.5	----
25.	99.	81.			9.6	14.4	7.3	----	162	35	63	6	12	28	39	3	61.9	45.1	36.9	----	53.3	41.8	35.4	----
25.					0.0	0.6	1.9	----	16	17	11	2	4	5	4	4	----	----	----	----	----	----	----	----
17.	ALL				7.1		----		12		1		2		2		----		----		----		----	
36.	17.	10.			10.8	12.4	12.0	----	15	23	14	4	3	6	3	1	----	34.4	----	----	----	32.8	----	----
20.	ALL	ALL	63.		----	3.5	----		6	4	1		2	11	7	1	----	----	----		----	----	----	----
21.	ALL				4.0	----			13	5	1		2				----	----	----		----			
22.	96.	94.	38.		5.9	6.1	6.5	14.8	47	36	27	6	5	11	10	8	----	33.8	28.6	27.9	----	31.8	27.5	24.4
17.		20.			----	13.5	14.8	----	1	11	10		2	14	6	2	----	31.5	26.1		----	28.1	23.5	----
27.	98.	96.	7.		6.2	6.1	7.4	----	172	167	93	4	7	68	59	2	48.2	37.7	32.2	----	44.8	36.0	28.4	----
25.	ALL	ALL	53.						11	17	13		6	9	17	2	43.0	39.6	35.1		37.2	36.3	29.3	----
25.	83.	92.	20.						9	9	6	1	3	3	4	3	----	----	----	----	----	----	----	----
23.	ALL	93.	55.						43	24	14	9	13	20	19	15	46.0	39.1	31.9	25.3	43.7	38.2	28.3	25.7
20.									3	8	1	2	6	5	10	1	----	----	----	----	----	----	----	----
26.	95.	95.	84.						16	15	28		3	5	21	2	----	----	37.1		----	----	32.7	----
14.		67.							3	3	5	2		3	8	6	----	----	----	----		----	----	----
8.	89.	89.			10.0	16.8	10.5	----			4		9	19	12	2			----		----	----	----	----
23.	ALL	97.	74.	15.					31	46	26	3	12	29	35	10	44.7	37.0	30.6	----	40.6	36.1	29.6	----
22.	ALL	79.			12.0	13.0	16.4	----	46	16	12	2	13	13	9	4	50.6	39.4	28.5	----	45.8	37.9	28.5	----
19.	ALL	98.	85.	47.					30	45	25	10	3	13	21	9	----	40.6	33.5	25.4	----	39.5	32.2	23.6
22.	91.	80.	23.		6.7	6.8	7.9	9.5	169	98	62	4	35	12	21	6	47.5	39.4	34.5	----	44.5	37.0	31.1	----
16.					----	----	7.8	9.7	1	3	3		1	8	14	4	----	----	----		----	----	----	----
19.	80.	ALL			8.0	8.4	7.7	7.9	7	3	8	4	8	3	13	11	36.2	----	31.0	----	37.1	----	28.0	----
23.	ALL	95.	69.	17.					78	70	74	4	21	24	32	2	54.2	43.8	35.0	----	53.2	42.0	34.2	----
25.	ALL	95.	84.	46.	7.4	7.4	7.6	8.2	12	12	14	9		9	5	4	----	39.5	----	----		38.6	----	----
27.									2	4	9	11		1	9	1	----	----	25.2	----		----	24.3	----
19.	ALL	99.	66.		5.0	5.0	5.0		62	46	46		18	29	44		54.5	44.6	35.0		52.7	43.7	34.5	
24.	ALL	ALL	66.	33.					23	27	16	5	6	13	16	10	45.6	39.4	32.3	----	41.8	35.6	29.4	----
24.	ALL	97.	90.	40.	6.4	7.1	7.9	9.9	28	35	39	10	12	25	30	20	50.6	47.2	39.3	30.3	47.0	43.6	36.6	27.9
27.	93.	93.	8.		6.5	5.8	5.9	----	41	51	21	2	2	9	18	3	----	40.4	32.7	----	----	39.0	30.9	----
58.									3	1	1				1		----	----	----				----	
26.	95.	74.	29.						95	92	52		1	12	7		----	50.5	42.6		----	48.3	41.6	
21.									1	1	4	1	1				----	----	----	----	----			
21.	ALL	ALL	65.	11.	7.5	7.5	7.5	7.5	9	26	11	10	4	16	15	9	----	47.2	34.0	24.6	----	36.5	29.2	24.6
25.		67.	64.	8.					3	6	7	3	2	3	18	9	----	----	28.2	----	----	----	28.6	----
32.	ALL				5.0	----	5.0		20	4	7	1	3	1	5		----	----	----	----	----	----	----	
21.	ALL	ALL			6.6	9.7	7.0	9.3	337	44	136	15	25	11	44	2	71.9	45.7	35.2	----	65.4	44.5	32.6	----
24.	ALL	ALL	42.						32	29	30		8	10	18	2	48.5	42.5	32.1		50.7	42.4	29.9	----

APPENDIX I	NOTES	(1)	(2)				(3)					(4)				(5)				
		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NEW JERSEY - (CONT'D)																				
Rider College		IIA	1	1*	1*		51.4	42.3	37.0	----	43.3	2	1	1*		61.9	51.9	44.9	----	52.7
Rutgers,State Univ.-Camden	10	IIA	1*	1*	1*	2	68.4	48.5	38.9	25.2	49.6	1*	1*	1*	2	81.3	59.3	48.3	32.1	60.3
Rutgers,State Univ.-Newark	10	IIA	1*	1*	1*	1	68.2	50.5	41.6	29.0	52.0	1*	1*	1*	1	81.0	61.5	51.4	36.7	63.0
Rutgers,State Univ.-N.Brswck	10	I	1	1	1	3	65.9	46.9	37.2	25.7	50.6	1	1	1	3	78.5	57.6	46.3	32.8	61.4
Saint Peter's College	121	IIB	3	3	3		36.6	30.1	25.4	----	30.2	3	3	3		44.6	36.4	31.0	----	36.7
Salem Community College	122	III				2	----	----	----	25.6	30.2				2	----	----	----	31.4	37.4
Seton Hall University	126	IIA	2	2	2	2	46.2	38.5	31.0	26.0	37.2	2	2	3	3	56.9	47.2	36.8	28.8	45.1
Raritan Valley Comm. College	127	III	1	2	1	3	43.8	36.5	31.6	24.7	35.1	2	2	2	3	52.2	43.9	38.4	30.7	42.4
Union County College		III	1	2	2	2	45.7	36.1	29.1	25.4	35.2	2	3	3	3	52.5	42.0	34.4	30.5	41.1
Upsala College		IIB	2	3	3	3	38.5	30.3	24.9	21.9	29.5	3	3	3	3	46.8	37.1	30.4	26.8	36.0
William Paterson College		IIB	1*	1*	1*	1	53.3	42.8	34.1	26.3	43.4	1*	1*	1*	1	65.7	53.3	42.5	32.7	53.8
NEW MEXICO																				
Eastern New Mexico Univ.		IIA	4	4	4	4	39.6	33.1	28.1	22.2	30.6	4	4	4	4	48.3	40.7	34.9	28.2	37.9
Eastern New Mexico U-Roswell		III				2		----	----	25.4	26.0				3		----	----	31.1	31.8
New Mexico Highlands Univ.		IIA	5	5	5		35.5	30.8	26.4	----	31.0	5	5	5		40.3	35.0	29.5	----	35.1
New Mexico Inst. Min.&Tech.		I	5	5	5		40.8	31.3	30.5		33.0	5	5	4		49.9	38.8	37.9		40.8
New Mexico St. Univ- Main	1	I	5	5	5	5	43.5	35.1	30.5	21.5	36.0	5	5	5	5	52.0	42.3	36.6	26.2	43.3
New Mexico St.U.-Alamogordo	1	III		4	4	3	----	31.3	26.0	24.7	28.5		4	4	3	----	37.7	31.3	29.7	34.3
New Mexico St.Univ.-Carlsbad	1	III			3		----	----	27.3	----	28.0			4		----	----	33.1	----	33.6
New Mexico St.Univ.-Grants	1	III						----	----	----	23.6						----	----	----	28.4
New Mexico St.Univ.-Dona Ana	1	III			4	4		----	25.0	22.4	23.9			5	4		----	30.2	27.0	28.8
San Juan College		III		4	3	1	----	29.2	27.4	27.4	28.1		4	4	2	----	35.4	33.3	33.3	34.2
St. John's College		IIB									31.9									43.1
Univ. New Mexico-Albuquerque		I	5	5	4		45.4	34.1	30.8	----	36.9	5	5	5		53.7	40.6	36.6	----	43.8
NEW YORK																				
Adelphi University		I	4	4	4		49.4	37.2	32.7	----	40.0	4	4	4		60.6	46.0	39.8	----	49.1
Adirondack Community College		III	3	4	4	4	39.0	29.8	26.2	21.9	30.6	2	4	3	3	51.2	38.3	35.4	29.9	40.5
Alfred University		IIA	3	3	2	3	43.0	34.4	31.0	24.1	35.4	3	3	3	3	52.2	42.4	38.2	29.9	43.4
Alfred U.-NY St Col Ceramics		IIA	1	1*	1		53.4	43.5	35.5		44.2	1	1*	1		67.6	55.3	44.5		55.8
Bard College		IIB	1	1	2		44.6	36.4	28.6		38.2	1	1	2		56.3	45.1	34.1		47.5
Barnard College		IIB	1*	1	1*	2	58.6	36.5	32.3	22.8	39.5	1*	1	1	2	74.9	45.3	40.1	29.5	50.1
Broome Community College		III	2	3	3	1	40.6	33.7	27.4	27.8	33.5	2	2	3	1	52.1	43.7	36.0	36.4	43.4
Canisius College		IIB	1	1	1		44.3	37.5	30.0	----	36.7	1	1	1		54.0	45.7	36.3	----	44.7
Cayoga County Community Coll	44	III	4	4	4	4	36.6	28.6	24.9	22.2	33.1	3	4	4	3	48.3	38.0	32.4	29.4	43.7
Cazenovia College		III	5		5	5	31.4	----	23.4	19.7	24.5	5		5	5	37.9	----	28.5	24.1	29.8
Clarkson University		IIA	1*	1*	1*	1*	60.6	43.0	37.3	30.9	44.9	1*	1	1	1	74.0	53.0	43.7	36.4	54.3
Clinton Community College	46	III		4	4		----	28.7	26.0	----	28.2		4	4		----	36.9	33.1	----	36.2
Colgate University		IIB	1*	1*	1*	1	54.1	41.3	32.1	27.7	41.5	1*	1*	1	1	68.2	51.3	38.2	31.8	51.2
College of Aeronautics		III	4	3	3	2	34.7	31.6	28.0	25.4	31.1	4	4	3	3	42.4	38.4	34.2	31.1	37.8
College of Mount St. Vincent		IIB		3	3	2	----	30.0	26.2	24.1	28.2		3	3	2	----	35.5	30.7	28.2	33.2
College of Saint Rose		IIA	4	4	5	4	37.7	32.5	26.2	21.8	30.6	4	4	4	4	45.7	39.3	32.3	27.8	37.4
Columbia-Greene Comm.College		III	2	2	2	3	40.3	34.8	29.4	24.4	33.0	2	2	1	2	52.8	45.6	38.8	32.2	43.4
Columbia University	49	I	1*	1*	1		68.3	48.1	36.4	----	54.4	1*	1*	2		85.3	59.5	44.3	----	67.7
Columbia U.-Teachers College		I	3	2	3	4	55.0	41.8	32.9	23.4	45.8	2	2	1	3	71.0	54.3	45.1	31.5	59.8
Comm.Coll. of Finger Lakes		III	3	4	4	3	36.9	30.3	25.8	23.3	29.6	3	4	4	4	47.3	38.8	32.6	29.2	37.7
Cooper Union for Adv.Sci&Art		IIB	1*	1*	1*		52.0	41.3	35.5		46.2	1*	1*	1*		64.5	52.7	45.2		57.9
Cornell Univ.-Endowed Colls.	52	I	1	1	1	2	62.8	44.0	37.7	28.0	49.9	1	1	1	2	78.3	55.6	47.1	33.7	62.4
Cornell Univ.-Statutory Clls	53	I	2	2	2	4	57.1	43.6	35.1	23.6	45.8	2	1	2	4	73.8	55.7	44.2	29.8	58.7
Corning Community College		III	2	4	4		41.3	29.8	25.2	----	34.8	2	4	4		50.9	37.3	31.9	----	43.2
Dominican Coll. of Blauvelt		IIB		2	2	2	----	32.6	27.9	24.5	29.4		2	2	2	----	40.2	34.9	29.7	36.4
Dutchess Community College		III	1	1*	1	3	45.9	39.8	31.0	24.4	36.2	1	1*	1	2	58.6	51.6	40.4	32.0	46.8
D'Youville College		IIB	3	4	4		34.6	27.3	24.1	----	27.3	4	4	4		40.9	31.8	28.1	----	31.8
Elizabeth Seton College		III		5	5		---	21.3	17.1	----	19.7		5	5		----	24.8	19.5	----	22.8
Elmira College		IIB	3	4	4		35.5	26.3	23.5	----	27.2	3	4	3		44.6	32.6	30.1	----	34.3
Erie Community Colleges	59	III	2	2	3	3	41.2	36.4	28.9	24.5	33.2	2	1	2	2	52.9	47.0	37.5	31.9	42.9
Fashion Inst. of Technology		III	1*	1*	1*	1*	67.3	53.7	41.5	32.6	50.7	1*	1*	1*	1*	86.1	70.5	56.1	45.2	66.8
Fordham University	63	I	2	2	2	1	59.1	43.6	34.6	30.8	45.1	2	2	3	1	72.2	54.5	42.8	38.3	55.7
Friends World College	64	IIB									22.1									25.2
Fulton-Montgomery Comm.Coll.		III	3	3	3	4	39.3	32.3	28.1	21.7	32.3	2	2	2	3	51.5	42.9	37.8	30.0	42.9
Genesee Community College		III	4	4		4	35.6	28.4	----	21.7	32.3	4	4		4	46.0	37.5	----	29.3	42.0
Hamilton College		IIB	1*	1	1	1*	51.4	37.2	31.2	28.4	38.6	1	1	1	1	63.7	45.3	38.0	34.3	47.3
Hartwick College		IIB	2	2	2		41.0	33.8	28.2		34.7	2	2	3		51.0	40.6	32.7		41.9
Herkimer County Comm.College		III	3	3	4	5	38.3	31.9	25.1	19.7	27.9	3	3	4	4	49.4	41.7	33.2	26.2	36.6
Hilbert College		III				5	----	----	----	17.9	19.0				2	----	----	----	21.8	22.8
Hobart-William Smith Colls.		IIB	1	1	1	1	49.9	39.2	30.0	25.1	39.8	1	1	1	1	63.9	49.2	37.1	30.8	50.3
Hofstra University		I	3	2	2	1	54.4	42.9	36.3	33.7	43.6	3	2	2	1	67.8	52.8	43.0	39.5	53.3
Houghton College	71	IIB	5	5	4		29.8	25.9	23.0	----	26.4	4	4	4		38.4	32.4	28.0	----	33.2
Hudson Valley Comm. College		III	2	2	3	3	40.2	35.6	28.7	23.3	33.5	2	1	2	2	53.3	47.2	38.4	31.5	44.6
Iona College		IIA	2	2	1	2	49.5	40.0	33.3	27.2	39.1	2	2	2	1	60.8	49.2	40.6	34.5	48.0
Ithaca College		IIB	1	1	2	3	45.2	36.2	28.0	21.1	33.6	1	1	2	3	54.7	44.1	34.4	26.0	40.9
Jefferson Community College		III	1	1	2	2	44.7	37.0	29.4	25.8	35.4	1	1	2	1	57.2	47.7	38.5	33.9	45.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.	ALL	97.	13.		8.8	8.5	7.6	----	44	73	25	2	9	22	23	2	52.3	43.3	38.6	----	47.0	38.9	35.2	----
22.	ALL	87.	5.						43	70	25	4	3	25	18	5	----	48.3	39.7	----	----	49.1	37.8	----
21.	96.	80.	4.						96	100	53	8	21	52	39	12	68.7	50.8	43.9	30.4	65.9	49.8	38.4	28.2
21.	96.	94.	3.						451	300	191	23	61	121	97	31	66.2	47.5	38.7	25.6	63.6	45.5	34.3	25.8
22.	97.	88.	11.		5.8	5.8	5.3	----	27	39	26	4	6	9	10	1	36.2	30.6	26.1	----	38.3	27.7	23.7	----
24.				58.					1	5	5	12					----	----	----	----				
21.	96.	86.	35.		8.0	8.0	8.0	8.0	65	67	60	10	10	32	35	8	46.5	39.0	32.3	26.1	44.7	37.6	28.7	26.0
21.	ALL	ALL	90.						15	14	10	6	7	13	10	9	43.8	38.0	33.6	25.5	43.8	34.8	29.5	24.2
17.	ALL	ALL	84.	43.					34	31	15	10	11	30	23	20	46.5	36.5	30.1	26.2	43.3	35.6	28.5	25.1
22.	ALL	89.	11.						14	10	10	3	1	8	8	6	----	30.4	25.6	----	----	30.3	24.1	----
24.	97.	87.	32.		12.3	12.3	12.4	12.0	82	62	44	12	33	43	33	9	53.6	43.2	34.2	24.8	52.6	42.3	34.0	28.2
24.	88.	67.	26.		3.7	3.7	4.0	5.0	21	29	41	8	3	7	20	9	----	33.6	28.7	22.2	----	30.7	26.7	22.1
22.				45.							3	16		1	1	17			----	25.9		----	----	24.9
13.	97.	58.	13.						31	22	22	2	6	4	9		36.0	----	27.0	----	33.2	----	24.9	
24.	97.	84.	4.		5.3	5.4	5.6		33	28	22		1	4	4		----	----	----		----	----	----	
20.	97.	76.	4.		7.4	8.4	7.8	7.4	192	123	121	10	14	22	58	17	43.7	35.5	31.6	21.6	39.6	32.8	28.1	21.5
20.		ALL	83.	10.	----	6.3	7.9	6.6	4	3	4	5	1	3	2	5	----	----	----	----	----	----	----	----
20.			38.		----	----	6.8	----	1	3	6	1	1	1	2	3	----	----	----	----	----	----	----	----
21.						----	----	----		1	4	1		1	1	2		----	----	----		----	----	----
21.			44.				6.9	7.4		1	7	7			9	9		----	25.1	23.3			25.0	21.6
22.					----	5.3	5 3	5.3	4	7	10	19	1	1	7	15	----	----	27.8	26.6	----	----	26.8	28.4
35.																								
19.	96.	90.	13.		7.6	8.0	8.5	----	266	190	131	1	35	72	77	3	45.8	34.9	31.7	----	42.5	31.9	29.2	----
23.	ALL	ALL	ALL		7.0	7.0	7.0	----	81	57	49	1	23	47	39	2	51.3	36.7	33.7	----	42.5	37.7	31.6	----
32.	ALL	ALL	58.	33.	6.6	8.1	11.4	5.1	26	12	14	5	4	6	10	10	----	30.7	26.5	----	----	27.8	25.8	----
23.									38	32	38	8					----	----	----	----				
26.	94.	71.	82.		5.5	5.4	6.9		17	13	11			1	6		----	----	36.7			----	33.4	
24.	ALL	89.			7.6	7.9	10.6		30	5	11		4	4	10		----	----	28.7		----	----	28.5	
27.	94.	83.			6.6	6.8	7.5	6.5	23	9	25	6	29	9	28	22	58.3	36.4	32.4	21.5	58.8	36.7	32.2	23.1
30.	ALL	93.	50.	25.					37	51	21	4	7	24	25	4	40.8	35.3	28.8	----	39.1	30.3	26.3	----
22.	98.	93.	22.		7.3	7.0	8.1	----	42	62	35		2	6	20	1	----	37.5	31.3		----	36.9	27.6	----
32.	ALL	ALL	ALL						39	3	2	2	5	5	4	4	----	----	----	----	----	----	----	----
21.	ALL		24.		6.4	----	6.3	5.2	3		8	2	3	4	9	4	----		23.2	----	----	----	23.6	----
21.	88.	69.	3.		4.8	4.8	8.3	10.8	51	62	57	7		5	10	5	----	----	37.5	----		----	36.1	----
28.		ALL	40.						4	9	7	2	1	10	3		----	30.1	----	----	----	27.4	----	
23.	95.	98.			5.6	7.2	8.0	12.6	58	40	48	6	3	10	24		----	41.8	32.5	----	----	39.2	31.1	
22.	93.	54.	11.						12	25	8	7	2	3	1		----	----	----	----	----	----	----	
18.		79.	20.		----	8.0	7.6	----		9	5	2	3	19	15	4		29.6	----	----	----	30.2	----	----
22.	95.	93.	20.		7.5	9.1	10.4	----	8	20	22	3	14	22	18	3	38.0	32.2	26.3	----	37.5	32.8	26.0	----
31.	ALL	ALL	64.		7.0	7.0	7.0	7.0	9	8	5	2	2	4	9	4	----	----	----	----	----	----	----	----
24.	93.	29.							452	98	182	3	55	44	75	1	69.3	48.5	37.0	----	60.3	47.3	34.9	----
30.	ALL	78.			7.6	9.1	11.5	----	50	17	6	2	15	15	11	9	55.9	42.6	31.6	----	52.1	41.0	33.6	----
27.	ALL	ALL	80.	25.	11.3	12.5	11.1	11.1	20	15	11	6	5	7	14	10	----	31.0	26.1	24.7	----	28.9	25.7	22.4
25.	97.	69.	10.		5.5	5.9	5.4		31	11	7		1	5	3		----	----	----		----	----	----	
25.	99.	89.			6.2	7.1	7.7	----	417	134	133	3	23	35	42	3	63.3	44.5	38.6	----	54.1	42.4	34.7	----
28.	99.	88.			8.3	8.4	8.2	----	289	187	105	6	20	45	58	1	57.3	44.0	35.2	----	55.7	42.2	34.7	----
24.	ALL	95.	36.		6.0	6.0	6.0	----	49	12	10	3	11	7	4		42.4	29.6	----	----	36.6	30.2	----	
24.		90.	52.		----	6.2	7.5	----	1	6	8	3	2	4	19	5	----	----	27.9	----	----	----	27.9	----
29.	ALL	ALL	89.	46.	5.9	5.1	5.8	7.9	25	28	19	9	11	11	16	17	46.6	40.4	31.5	24.5	44.3	38.1	30.5	24.4
17.	82.	57.	33.		6.7	6.0	6.2	----	7	10	6	1	4	18	12	4	----	28.6	24.2	----	----	26.6	24.0	----
16.					----	3.1	3.1	----	1	10	3		2	7	7	1	----	20.4	----		----	22.5	----	----
26.	94.	ALL	28.		3.5	4.2	3.9	----	13	10	16	2	3	8	9	1	----	26.9	24.0	----	----	25.5	22.4	----
29.	ALL	ALL	ALL	54.	4.0	4.0	4.0	4.0	112	21	69	42	42	9	54	49	41.4	36.0	28.1	24.1	40.5	37.3	29.8	24.9
32.	ALL	ALL	85.						38	15	53	15	27	24	35	6	67.3	53.2	42.1	32.5	67.3	54.0	40.5	32.8
24.	90.	86.	43.		5.8	4.1	7.7	10.9	120	130	93	6	22	62	43	13	60.0	43.2	35.6	26.9	54.0	44.3	32.7	32.6
14.																								
33.	ALL	93.	89.						18	8	6	4	1	6	3	5	----	35.1	----	----	----	28.5	----	----
30.					8.6	9.8	----	----	31	5	2	6	15	5	2	2	36.4	----	----	----	34.0	----	----	----
23.	95.	93.			8.4	7.1	8.2	7.2	41	19	32	5	2	9	24	5	----	37.0	31.9	----	----	37.6	30.2	----
21.	ALL	81.	13.		5.6	6.4	8.5		39	21	15		6	6	15		41.1	34.5	28.6		40.4	31.5	27.9	
31.	ALL	91.	ALL						12	19	14	5	3	4	6	11	----	----	26.1	----	----	----	22.8	----
20.					----	----	----	2.9	2	2	1	3	1	1	4	5	----	----	----	----	----	----	----	----
26.	ALL	93.	3.		11.3	12.4	13.6	10.1	46	20	21	6	8	7	16	5	50.4	39.6	30.1	----	46.6	37.9	29.9	----
22.	93.	70.	10.		8.0	8.0	9.0	9.3	105	87	95	7	17	34	54	6	54.9	43.6	38.1	35.1	51.1	41.1	33.2	32.1
26.	93.	80.	6.		3.6	6.6	7.6	----	26	23	12	2	2	2	5	2	----	----	----	----	----	----	----	----
33.	ALL	ALL	85.						73	42	42	17	28	10	40	21	40.5	36.3	30.4	25.1	39.6	32.5	26.9	21.9
23.	95.	85.	35.		6.5	6.6	7.2	6.0	35	38	43	2	5	10	23	4	----	40.7	33.8	----	----	37.7	32.4	----
22.	ALL	94.	5.		5.0	5.1	5.1	8.2	53	92	85	5	11	25	73	9	45.5	36.7	28.8	----	44.1	34.4	27.0	----
29.	ALL	ALL	71.	43.					15	11	8	2	1	5	6	5	----	----	27.8	----	----	----	31.6	----

APPENDIX I

NEW YORK - (CONT'D)

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Junior College of Albany		III	5	5	5	5	29.7	25.2	20.8	19.6	23.4	5	5	5	5	37.1	31.6	26.1	24.7	29.3
Keuka College		IIB	5	5	5		28.5	22.8	20.5	----	24.0	5	5	5		32.7	26.4	22.8	----	27.4
Le Moyne College		IIB	2	1	2	1	42.8	35.4	27.8	24.8	33.7	2	2	2	2	51.6	42.9	33.3	29.5	40.5
Long Island University	81	IIA	1	2	2	2	50.2	39.0	31.7	26.6	41.5	1	2	2	2	62.3	48.7	38.7	31.8	51.4
Manhattan College		IIA	2	1	1	2	48.5	40.3	33.5	24.9	38.3	1	1	1	3	63.6	53.2	43.5	29.1	50.0
Manhattanville College		IIA	3	2	4	4	44.4	37.3	28.1	21.5	35.3	3	2	4	4	55.3	45.8	33.9	25.8	43.3
Marist College		IIB	1	1	1	2	45.4	37.8	29.6	23.6	32.5	1	1*	1	2	57.9	50.1	37.2	29.1	41.4
Marymount College		IIB	2	2	1		41.2	35.0	29.8	----	34.3	2	1	1		52.3	45.7	38.9	----	44.4
Medaille College		IIB	4	4	5	4	31.0	27.7	22.3	19.3	25.8	4	4	5	4	38.2	33.7	26.4	22.5	31.1
Mercy College	87	IIB	2	2	3	2	41.0	32.4	26.3	22.6	31.4	2	2	2	3	52.6	40.9	32.9	26.9	39.7
Mohawk Valley Comm. College	94	III	3	3	4	4	38.6	31.8	26.4	21.9	29.9	3	3	4	4	48.7	40.4	33.7	28.3	38.0
Molloy College		IIB	2	2	3	3	40.4	32.4	26.9	22.0	29.2	2	3	2	2	49.2	38.8	33.2	27.3	35.6
Monroe Community College	9	III	1	1	1	1	45.3	38.0	31.5	26.9	37.2	1	1	1	2	57.6	47.5	38.8	32.8	46.5
Mount Saint Mary College		IIB	3		3		37.3	----	26.5	----	30.6	3		3		43.9	----	31.5	----	36.1
Nassau Community College		III	1*	1*	1*	1*	58.9	46.8	39.3	32.8	48.4	1*	1*	1*	1*	76.2	64.1	56.6	50.1	65.7
Nazareth Coll. of Rochester	6	IIB	2	1	2		43.2	35.3	28.3	----	34.6	2	2	2		51.9	42.9	34.0	----	41.7
New York Inst. of Technology		IIA	2	2	2	2	46.7	39.2	31.6	27.0	36.5	2	1	2	2	58.3	50.4	39.9	33.5	46.3
New York University		I	1	1	1	2	66.5	45.5	38.6	28.4	52.0	1	1	1*	1	83.5	58.3	49.4	36.3	65.9
Niagara County Comm. College		III	2	2	3	3	41.8	35.5	28.0	24.1	34.3	2	2	3	3	52.7	45.1	36.0	31.3	43.6
Niagara University		IIA	4	4	3	3	38.0	32.7	29.5	23.6	33.5	4	4	3	4	45.7	39.4	35.8	26.5	40.2
North Country Comm. College		III	3	3	3	4	38.6	31.9	27.5	22.6	30.4	3	3	3	4	48.3	40.2	34.9	28.9	38.3
Onondaga Community College		III	2	2	2	3	41.3	35.3	30.0	24.5	35.1	1	1	1	1	55.1	47.5	40.8	34.0	47.2
Orange County Comm. College		III	1	1	2	3	44.2	36.6	29.5	24.7	33.3	1	1	1	1	58.3	48.8	39.8	33.9	44.7
Pace University	106	IIA	2	1	1		49.7	40.3	34.1	----	42.1	2	2	1		61.3	50.0	42.7	----	52.2
Pace Univ. School of Law		IIA	1*	1*			78.3	62.8	----		65.0	1*	1*			92.2	72.9	----		76.6
Rensselaer Polytechnic Inst.		I	1	1	1*		62.8	45.1	39.0		52.0	2	1	1		74.9	55.3	46.6		62.5
Rochester Institute of Tech.		IIA	3	2	2	2	45.3	38.4	32.1	27.2	36.1	2	2	2	2	55.6	47.7	39.6	33.4	44.4
Rockland Community College		III	2	2	3	4	41.5	34.9	27.9	22.6	32.2	2	2	3	4	51.6	43.7	35.3	29.1	40.4
Russell Sage College		IIA	4	5	5	4	38.7	30.6	26.0	21.5	30.0	4	4	4	4	48.1	37.9	32.2	27.0	37.2
St.Bonaventure University		IIA	3	3	3	2	42.3	35.6	30.0	27.0	34.8	3	3	4	1	53.7	45.1	35.4	36.5	43.4
St. Francis College		IIB	1	1	1	2	45.1	36.7	30.4	22.7	37.1	1	1	1	3	55.6	46.5	38.2	26.8	46.1
St. John Fisher College		IIB	2	2	2		40.2	33.3	28.7	----	33.4	2	2	2		48.0	40.0	33.9	----	39.9
St. Lawrence University		IIB	1*	1	2	1	53.6	38.2	28.8	25.0	39.0	1*	1	1	1	69.4	49.3	36.1	30.1	49.9
St. Thomas Aquinas College		IIB	2	2	2		39.9	34.0	28.4	----	31.6	3	2	2		46.6	40.8	33.4	----	37.4
Sarah Lawrence College		IIB									41.2									50.5
Schenectady Co. Comm. Coll.		III	3	4	4		37.8	29.9	24.8	----	30.7	3	3	3		49.6	40.0	33.9	----	40.9
Siena College		IIB	2	3	3		39.6	31.4	26.5	----	30.7	2	2	2		50.1	39.9	33.4	----	38.7
Skidmore College		IIB	1	1	1		49.0	38.0	30.9	----	37.7	1	1	1		61.8	48.9	38.9	----	47.8
SUNY Agri.Tech.Coll.-Alfred	28	III	1	1	1	3	45.7	38.8	31.7	24.6	38.0	1*	1*	1	2	59.1	50.3	41.0	32.1	49.1
SUNY Agri.Tech.Coll.-Canton	28	III	2	2	2	1	42.3	34.3	30.5	28.2	36.2	1	2	1	1	54.7	44.5	39.8	36.8	46.9
SUNY Agri.Tech.Coll.-Coblkil	28	III	2	2	2	2	43.2	35.0	30.4	25.2	35.1	1	2	1	2	55.7	44.9	39.6	31.9	45.2
SUNY Agri.Tech.Coll.-Delhi	28	III	2	2	3	3	42.7	35.1	28.6	23.4	34.4	1	1	2	3	55.4	46.0	36.7	30.7	44.7
SUNY Agri.Tech.Coll.-Frmgdle	28	III	1	1	2	2	45.3	37.0	29.8	25.5	36.9	1	1	2	2	58.1	47.7	38.2	32.3	47.4
SUNY Agri.Tech.Coll.-Morsvle	28	III	1	2	3	3	44.0	35.9	28.6	24.1	34.7	1	1	2	3	56.8	47.0	37.2	31.3	45.2
SUNY College at Brockport	28	IIA	1	1*	1	2	52.6	42.7	35.1	25.0	42.3	1	1*	1*	2	66.9	54.8	45.2	32.6	54.2
SUNY College at Buffalo	28	IIA	2	2	3	2	48.6	37.8	30.1	25.5	39.4	1	2	2	2	62.1	48.8	38.5	32.5	50.6
SUNY College at Cortland	28	IIA	2	2	3		48.4	37.4	29.6	----	39.4	2	2	3		62.0	48.2	38.0	----	50.6
SUNY College at Fredonia	28	IIA	1	2	3	2	50.6	39.0	30.7	25.9	41.2	1	2	2	2	64.6	50.0	39.4	33.3	52.7
SUNY College at Geneseo	28	IIA	2	2	3	2	49.8	38.5	29.4	25.7	37.2	1	2	3	2	63.5	49.6	37.7	33.0	47.7
SUNY College at New Paltz	28	IIA	2	1	2		49.6	40.8	33.0	----	41.7	1	1	1		63.2	52.3	42.2	----	53.4
SUNY College at Old Westbury	28	IIB	1*	1*	1	1*	52.7	41.6	31.1	28.5	38.8	1*	1*	1	1*	66.6	53.0	39.6	34.4	49.1
SUNY College at Oneonta	28	IIA	2	2	2		48.7	39.5	31.9		41.3	1	1	2		62.4	51.2	41.2		53.1
SUNY College at Oswego	28	IIA	2	2	3		48.3	37.8	29.5	----	39.8	2	2	3		61.7	48.8	38.1	----	51.1
SUNY College at Plattsburgh	28	IIA	2	2	2		48.2	39.3	31.1	----	39.5	2	1	2		61.6	50.3	39.7	----	50.5
SUNY College at Potsdam	28	IIA	2	2	2	5	48.3	37.5	31.0	20.9	38.1	1	2	2	4	62.1	48.4	39.8	26.8	49.1
SUNY College at Purchase	28	IIB	1	1	1		48.6	37.2	29.7		36.6	1	1	1		62.0	47.8	38.1		46.8
SUNY College of Technology	28	IIA		2	2	2	----	39.8	32.6	27.0	36.2		1	1	1	----	50.6	41.7	34.7	46.2
SUNY Coll.Env.Sci.&Forestry	28	IIA	1	1*	1		50.8	41.9	33.8		45.2	1	1	1		64.9	53.4	43.3		57.8
SUNY Empire State College	28	IIB	1	1	1*		47.8	39.3	31.7	----	37.0	1	1*	1*		60.8	50.3	40.7	----	47.3
SUNY Maritime College	28	IIB	1	1	1*	1	50.4	37.3	32.6	25.0	37.9	1*	1	1*	1	64.9	47.6	41.7	32.2	48.7
SUNY State Coll.of Optometry	28	IIA	1*	1*	1*	5	56.6	46.4	36.9	13.9	39.3	1*	1*	1*	5	71.2	59.2	46.7	15.1	49.2
SUNY at Albany	28	I	1	1	2		63.6	46.7	35.5		49.9	1	1	2		79.0	59.1	45.0		62.7
SUNY at Binghamton	28	I	2	1	2		61.6	44.4	35.4		46.7	1	1	2		76.9	56.5	44.8		58.8
SUNY at Buffalo	32	I	1	1*	1	4	66.0	47.9	36.5	22.1	50.4	1	1*	1	4	82.0	60.7	46.1	28.8	63.2
SUNY at Stony Brook	32	I	1	1	2	2	65.5	46.0	36.0	26.5	44.8	1	1	1	4	81.4	58.2	45.2	29.0	55.1
Suffolk Co.Comm.C.-Ammerman	137	III	1*	1	3		47.2	37.6	28.2	----	42.6	1*	1*	1		62.3	50.7	39.1	----	56.8
Suffolk Co.Comm.Coll.-Eastrn	137	III	1	3			45.1	33.0	----	----	37.3	1*	2			60.2	45.3	----	----	50.6
Suffolk Co.Comm.Coll.-Westrn	137	III	2	3	2		42.7	32.7	30.5	----	36.4	1	2	1		56.8	44.7	41.9	----	49.1
Sullivan County Comm. Coll.		III	3	3	1		39.9	33.8	32.0	----	35.7	2	2	1		51.0	43.8	41.6	----	46.1
Syracuse University	133	I	3	4	4	3	52.9	37.5	31.4	26.2	42.4	3	3	3	2	68.4	49.6	41.0	35.5	55.3
Syracuse Univ.-Utica College	4	IIB	3	3	3		37.1	31.0	25.1	----	30.2	3	3	3		46.2	38.5	31.3	----	37.6
Tompkins Cortland Comm.Coll.		III	3	4	4		38.0	30.4	25.2	----	31.3	3	3	4		48.7	39.4	33.0	----	40.6
Trocaire College		III			5	5	----	----	21.0	20.0	20.9			5	5	----	----	25.3	24.2	25.2
Union College		IIA	1	1	3	1	52.7	40.7	30.8	27.6	41.0	1	1	2	2	69.2	52.8	38.5	33.6	53.9
University of Rochester		I	2	2	1		60.4	42.5	36.4	----	48.9	2	2	2		72.9	52.1	44.5	----	59.3

(6) BEN.AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
25.	ALL	90.		9.	5.4	6.4	8.6	11.3	5	2	8	4	6	8	10	7	----	----	20.6	----	----	----	21.0	----
14.	ALL	67.			14.1	9.1	----		10	6	5	1	2	6	4		----	22.9	----	----	----	22.8	----	
20.	ALL	96.	7.		4.5	7.5	8.1	----	23	35	24	7	3	10	18	1	----	35.9	28.6	----	----	33.7	26.8	----
24.	96.	60.	8.		10.9	8.5	7.0	13.9	194	126	67	9	44	58	53	20	51.5	39.7	32.1	27.5	44.3	37.4	31.2	26.3
30.	ALL	90.	40.		5.5	5.8	7.8	4.0	35	65	46	16	1	13	11	2	----	40.7	33.9	----	----	38.3	31.8	----
23.	96.	73.	5.		7.0	8.0	7.8	----	15	6	11	2	10	9	11	4	44.5	40.6	28.7	----	44.2	35.1	27.6	----
27.	86.	82.	22.		6.0	5.6	5.8	7.3	14	24	44	8		4	28	6	----	----	30.4	24.3		----	28.3	22.8
29.	ALL	ALL	25.		6.0	6.5	6.8	----	11	9	6	2	5	15	14	2	----	36.5	34.5	----	----	34.2	27.8	----
21.	ALL	67.			10.1	13.9	5.4	6.6	5	9	4	4	5	6	8	2	----	27.2	----	----	----	28.6	----	----
26.	84.	40.							31	30	43	4	19	22	39	8	41.1	31.9	26.8	----	40.8	32.9	25.9	----
27.	ALL	98.	74.	27.	6.6	6.4	7.0	7.6	28	32	33	18	6	17	21	8	39.3	32.4	27.8	22.8	35.5	30.7	24.1	19.8
22.	ALL	83.	61.		10.0	15.1	11.3	21.0	4	7	3	2	11	11	41	16	----	32.9	----	----	----	32.2	----	----
25.	ALL	96.	63.	5.	7.0	7.6	8.6	11.9	72	47	31	23	24	32	29	19	45.3	38.6	32.0	26.8	45.1	37.1	31.0	27.0
18.	94.		23.		9.0	12.5	9.0	9.9	7		8	1	9	4	14	2	38.4		26.6	----	36.5	----	26.5	----
36.	ALL	ALL	88.		6.2	8.3	9.7	11.0	160	69	61	22	63	51	67	40	59.7	47.8	39.6	33.8	56.9	45.4	39.0	32.3
21.	ALL	61.	20.		8.0	8.4	9.5	----	15	17	22	2	17	11	19	2	42.6	35.2	28.6	----	43.6	35.5	28.0	----
27.	95.	72.	8.		6.6	5.3	7.3	5.2	38	95	60	19	6	12	28	12	47.1	39.7	32.5	27.8	43.7	35.4	29.6	25.8
27.	94.	76.			6.4	7.3	8.5	9.7	446	229	143	32	86	98	93	19	67.9	46.2	40.3	29.5	59.2	43.9	36.1	26.4
27.	ALL	ALL	96.	18.					39	25	14	6	7	12	12	16	42.5	36.5	28.6	24.6	37.5	33.4	27.3	23.9
20.	ALL	88.	36.		5.1	6.1	6.6	----	28	41	12	3	14	16	10	3	39.2	33.7	28.2	----	35.8	30.1	31.1	----
26.	ALL	79.	64.						5	15	2	5	1	4	9	1	----	----	----	----	----	----	----	----
35.	ALL	97.	74.	50.	4.7	9.5	6.2	6.6	32	44	37	2	25	30	24	4	41.8	35.8	31.3	----	40.7	34.5	27.9	----
34.	ALL	97.	79.	12.					22	31	13	17	7	8	25	17	43.8	37.0	30.3	25.8	45.4	35.2	29.0	23.6
24.					6.3	6.6	6.9	----	124	77	53	2	36	42	48	3	50.0	41.6	35.0	----	48.6	37.9	33.1	----
18.					8.0	----	----		18	3			3	5	2		----	----			----	----	----	
20.	98.	83.			6.1	6.1	6.8		170	104	64		5	11	20		----	45.1	40.8		----	44.4	33.5	
23.	97.	85.	40.	11.	6.2	5.9	6.3	6.6	126	168	123	21	14	33	55	6	45.8	38.6	32.8	27.6	40.6	37.4	30.6	25.9
26.	98.	96.	55.						25	29	17	2	15	22	16	8	42.0	36.6	29.5	----	40.6	32.7	26.1	----
24.	95.	88.	32.		5.1	6.0	7.9	11.4	12	24	9	3	9	33	25	7	38.4	32.9	27.9	----	38.9	29.0	25.3	----
25.	98.	97.	44.	8.	10.3	8.0	9.4	17.8	39	35	39	7	2	4	11	6	----	----	30.4	31.7	----	----	28.4	21.5
24.	70.	54.	14.		6.0	6.9	6.0	----	19	10	12	2	4	3	2	4	----	----	----	----	----	----	----	----
19.	ALL	64.							23	34	16	4	1	10	10	1	----	33.9	29.6	----	----	31.3	27.3	----
28.	ALL	98.	12.		4.5	5.7	7.3	----	43	51	32	4	4	9	20	4	----	38.4	29.2	----	----	37.0	28.2	----
18.	91.	86.	38.		7.6	10.8	10.5	----	6	7	20	2	5	7	12	1	----	34.0	28.1	----	----	34.1	28.8	----
23.																								
33.	ALL	ALL	ALL						14	10	9	1	7	5	6	1	38.8	----	25.9	----	36.0	----	23.2	----
26.	ALL	98.	24.		5.4	8.0	8.1	----	26	34	38	1	4	7	21	4	----	31.7	27.0	----	----	29.8	25.5	----
27.	93.	81.	12.		9.1	9.3	10.3	----	35	33	40	1	6	20	28	1	49.2	37.8	31.5	----	47.9	38.4	30.1	----
29.	98.	86.	33.		7.0	7.3	8.5	11.8	60	57	34	9	4	7	15	3	----	39.1	32.6	----	----	36.6	29.5	----
30.	98.	90.	41.	8.	5.8	8.0	7.6	7.0	38	22	15	9	8	8	7	4	42.3	35.5	30.6	----	42.4	30.8	30.3	----
29.	98.	79.	50.	20.	5.3	8.3	7.0	9.6	36	24	28	7	12	9	10	13	43.1	35.1	31.0	26.9	43.3	34.7	28.6	24.2
30.	ALL	92.	36.	11.	5.3	6.0	6.5	6.4	31	32	30	6	3	7	6	3	----	35.4	28.7	----	----	33.3	27.7	----
28.	97.	93.	26.	6.	7.5	10.0	9.0	10.1	91	53	38	19	21	30	43	13	46.3	38.8	30.4	26.2	41.2	33.9	29.3	24.6
30.	98.	84.	29.	42.	5.6	6.4	6.7	6.6	33	29	26	4	8	8	22	8	44.6	36.9	29.6	----	41.4	32.1	27.4	----
28.	99.	96.	63.	30.	6.7	6.5	7.8	8.2	89	103	37	2	11	21	39	18	53.2	42.6	36.3	----	48.2	42.8	34.0	----
28.	ALL	93.	22.		6.0	6.6	9.4	13.1	152	135	54	5	21	46	42	9	48.8	38.5	30.3	----	47.1	35.9	29.9	----
28.	ALL	88.	16.		7.3	8.0	8.6	----	84	70	33	2	11	24	22	3	48.2	37.6	30.6	----	50.0	36.7	28.0	----
28.	99.	93.	20.		6.7	8.1	8.6	10.1	93	60	38	5	5	11	17	4	----	39.7	31.7	----	----	35.1	28.4	----
28.	ALL	94.	18.	7.	7.0	6.9	9.6	----	61	59	49	3	6	10	23	11	49.7	38.8	29.9	----	51.4	36.4	28.5	----
28.	93.	74.	18.		6.5	7.6	8.6	----	96	81	41	1	10	29	27	1	49.8	41.4	34.0	----	47.3	39.0	31.7	----
27.	93.	95.	30.		6.5	7.4	9.1	----	23	23	23	3	6	14	17	9	53.6	41.2	31.1	----	49.3	42.2	31.1	----
29.	98.	96.	59.		6.4	7.5	6.6	----	99	70	32		14	21	24		48.9	40.0	32.4		47.6	37.8	31.3	
29.	94.	90.	18.		6.0	6.1	7.9	----	110	100	42	3	18	37	26	2	48.5	37.9	30.2	----	46.6	37.5	28.2	----
28.	ALL	91.	20.		6.8	7.3	9.1	----	82	75	41		8	24	28	3	48.4	40.0	31.4		45.7	37.2	30.7	----
29.	ALL	96.	34.	14.	6.7	6.7	7.3	----	67	56	38	3	6	22	15	4	48.7	38.1	31.1	----	44.3	35.9	30.7	----
28.	ALL	86.	7.		6.2	6.4	8.5		20	39	15		4	17	13		----	37.4	29.5		----	36.8	30.0	
27.		90.	15.	17.	----	7.7	8.8	----	5	33	14	2		7	12	4	----	40.4	35.3	----		37.0	29.4	----
28.	ALL	80.	15.		7.2	9.7	8.0		65	19	24		1	1	2		----	----	----		----	----	----	
28.	96.	88.	24.		6.8	8.6	6.7	11.7	17	27	20	1	7	15	22	4	47.8	39.9	32.4	----	47.8	38.2	31.1	----
28.	94.	77.	45.		6.9	6.9	7.7	----	15	20	18	6	1	2	2		----	----	----	----	----	----	----	
25.	53.	13.							17	14	15	13		2	7	1	----	----	37.2	----		----	36.3	----
26.	97.	94.	11.		6.1	6.7	7.3		225	208	72		14	45	55		63.7	47.2	36.7		61.6	44.3	34.0	
26.	97.	92.	5.		6.7	8.3	10.5		145	140	95		14	33	34		62.2	45.2	36.3		55.0	40.9	32.6	
26.	98.	87.	2.		7.2	7.3	8.7	8.4	387	272	169	9	31	66	100	6	66.6	48.7	37.5	21.5	58.6	44.7	34.6	23.0
23.	97.	90.	4.		6.9	7.6	10.1	12.2	300	177	122	185	24	48	64	79	66.1	47.7	36.6	26.5	58.2	39.7	34.8	26.4
33.	ALL	ALL	67.						121	28	15	2	57	18	21	1	48.7	38.6	28.8	----	43.8	36.0	27.8	----
36.	ALL	ALL							13	7	2	1	3	3	3	1	----	----	----	----	----	----	----	----
35.	ALL	95.	60.						23	11	9	2	8	10	6	1	42.7	34.3	30.4	----	42.6	31.0	30.6	----
29.	93.	96.	86.						22	17	6		5	8	8	1	----	33.5	28.6		----	34.5	34.5	----
30.	97.	63.	12.	8.	7.7	8.9	9.5	10.0	375	206	135	6	33	81	91	7	53.5	38.3	32.4	27.9	46.4	35.4	29.7	24.8
24.	ALL	90.	18.		15.8	12.1	10.1	----	21	35	18	2	2	14	15	2	----	31.1	25.3	----	----	30.7	24.8	----
29.	ALL	ALL	62.						15	9	4	4	6	10	9	1	39.1	32.4	----	----	35.2	28.6	----	----
21.					----	----	9.0	10.5	1	1	2	1	2	2	16	11	----	----	----	----	----	----	----	----
29.	98.	38.			9.4	10.6	9.9	----	52	56	28	4	1	13	17	6	----	41.6	31.4	----	----	36.8	29.9	----
21.	98.	72.			5.9	7.5	8.7	----	223	101	96	1	23	27	58	4	61.1	43.7	39.2	----	53.2	38.1	31.8	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NEW YORK - (CONT'D)																				
Vassar College		IIB	1*	1	1	1	54.8	39.1	30.7	26.2	40.2	1*	1*	1	1	70.6	50.3	37.9	31.5	51.1
Wagner College		IIA	5	5	5	5	34.8	29.8	23.0	20.0	27.8	5	5	5	5	42.6	36.4	28.0	24.4	34.0
Wells College		IIB	3	4	4		34.9	28.3	23.7	----	29.9	3	4	4		42.7	34.0	28.3	----	36.2
Westchester Community Coll.		III	1*	1*	1*		58.8	51.5	45.1	----	50.2	1*	1*	1*		74.9	65.7	58.3	----	64.3
NORTH CAROLINA																				
Appalachian State University		IIA	3	3	2	3	42.0	35.8	31.1	23.9	36.2	4	3	3	3	50.4	42.9	37.3	29.0	43.4
Atlantic Christian College		IIB	5	5	5		28.5	24.7	22.3	----	24.3	5	5	5		34.5	29.9	26.1	----	29.0
Barber-Scotia College		IIB		5	5		----	23.4	21.9	----	23.3		5	5		----	26.2	24.7	----	26.1
Catawba College		IIB	4	4	4	5	32.1	27.7	22.5	18.3	27.7	4	4	5	5	39.4	32.9	26.1	20.7	33.2
Davidson College		IIB	1	1	2		46.1	37.4	28.2	----	38.9	1	1	2		58.8	47.3	33.7	----	49.0
Duke University		I	1	1	1		66.0	45.1	37.0	----	54.1	1	1	2		80.5	55.2	43.2	----	65.7
East Carolina University		IIA	2	2	2	2	48.7	37.9	31.2	27.0	37.4	2	3	3	2	58.2	45.4	37.5	32.6	44.8
Elizabeth City State Univ.		IIB	2	2	2		40.2	34.6	28.6	----	33.4	2	2	2		48.9	42.2	34.8	----	40.7
Elon College		IIB	4	3	3	4	32.3	30.5	25.7	20.2	27.4	4	3	3	4	38.8	36.5	30.4	23.2	32.5
Fayetteville State Univ.		IIB	1	1	1		46.4	37.2	31.0	----	35.2	1	1	1		56.1	45.2	37.7	----	42.6
Gardner-Webb College	PNA	IIB																		
Greensboro College		IIB	4	4	3		31.4	26.6	26.4	----	27.7	4	5	4		37.9	31.0	29.9	----	32.5
Guilford College		IIB	2	2	3		39.8	32.9	25.6	----	32.0	2	2	3		48.8	40.9	31.4	----	39.2
High Point College		IIB	3	3	3		35.9	29.8	25.1	----	26.4	3	4	4		43.0	34.9	29.5	----	31.0
Johnson C. Smith University		IIB	4	4	4	3	32.9	27.4	23.7	21.8	25.4	4	4	4	3	38.2	31.8	27.7	25.3	29.6
Lenoir-Rhyne College		IIB	4	3	4		31.8	29.2	23.3	----	28.6	4	3	4		39.9	35.2	29.5	----	35.5
Livingstone College		IIB		5	5	5	----	22.5	20.6	18.3	20.2		5	5	5	----	26.0	23.6	19.2	22.6
Mars Hill College	4	IIB	5	5	5		28.4	25.5	21.3	----	25.8	5	5	5		32.0	29.4	23.7	----	29.1
Meredith College		IIB	3	3	3	2	35.3	30.4	26.9	23.6	29.6	4	3	3	2	41.0	35.4	31.4	27.6	34.4
North Carolina A&T St. Univ.		IIA	3	2	1	2	44.6	37.9	33.5	27.1	36.4	3	2	2	2	53.9	45.7	40.2	33.1	43.9
North Carolina Central Univ.		IIA	2	2	2	1*	45.7	37.7	32.8	31.6	37.4	3	2	2	1*	54.6	45.7	39.7	38.3	45.0
North Carolina Sch.of Arts		IIB				1*				34.2	34.1				1*				41.3	41.2
North Carolina State Univ.		I	2	2	2	2	57.4	41.6	35.9	28.0	42.2	3	3	2	2	67.8	49.6	42.9	33.6	50.2
North Carolina Wesleyan Coll	1	IIB	5	5	4		30.1	25.3	23.7	----	24.7	5	5	4		36.1	29.5	27.0	----	28.5
Pembroke State University		IIB	1	1	1		45.1	36.4	29.0		35.4	1	1	2		54.4	44.0	35.4		42.9
Pfeiffer College	110	IIB	5	5	4		24.3	25.0	22.9	----	24.0	5	5	4		30.8	29.8	27.6	----	29.4
Queens College		IIB	3	4	4	4	35.5	26.0	23.5	20.1	26.9	3	5	4	4	42.4	31.2	28.7	23.4	32.3
St. Andrews Presb. College		IIB	3	4	4		34.8	27.7	24.3		28.0	4	4	4		40.8	33.0	27.8		32.8
Salem College		IIB	4	4	4		33.5	28.8	24.4	----	28.1	4	3	4		40.6	35.8	29.4	----	34.3
Shaw University		IIB		5	4	4	----	24.4	22.8	20.3	22.8		5	4	4	----	28.6	27.1	23.8	26.8
Southeastern Seminary		IIA	5				32.3	----	----		30.7	5				43.7	----	----		41.6
Univ. of N.C. at Asheville		IIB	1	1	1		47.3	38.2	30.6	----	36.0	1	1	1		56.6	45.7	36.8	----	43.2
Univ. of N.C. at Chapel Hill		I	2	2	2	2	58.6	41.6	35.7	27.7	46.1	2	3	3	2	69.3	49.7	42.5	33.0	54.6
Univ. of N.C. at Charlotte		IIA	2	2	2		46.6	39.0	32.5		36.3	3	2	2		55.5	46.6	38.8		43.4
Univ. of N.C. at Greensboro		I	3	4	4	3	53.4	38.1	32.4	25.8	37.9	3	4	4	3	63.3	45.7	38.7	31.9	45.3
Univ. of N.C. at Wilmington		IIB	1	1	1		45.1	36.9	31.5	----	35.2	1	1	1		54.2	44.3	38.0	----	42.4
Wake Forest University		IIA	1	2	3	3	50.7	39.0	30.2	23.5	40.2	1	2	4	4	62.1	47.6	34.8	26.6	48.5
Western Carolina University		IIA	3	2	2		44.6	37.8	30.9	----	36.0	3	2	3		53.7	45.7	37.5	----	43.5
Wingate College		IIB	4	5	4	4	31.4	25.2	23.3	19.9	24.5	4	5	4	4	38.1	30.9	28.9	24.1	30.1
Winston-Salem State Univ.		IIB	2	2	1	1	41.1	35.1	31.0	28.1	34.2	2	2	1	1*	49.9	42.5	37.9	34.5	41.6
NORTH DAKOTA																				
Dickinson State University		IIB	4	4	3	3	31.5	28.1	25.8	22.2	26.7	4	4	3	2	39.1	34.8	31.9	27.5	33.1
Mayville State University		IIB	4	4	4		33.4	28.8	24.5	----	28.3	4	3	3		40.4	35.8	30.6	----	34.9
Minot State University		IIB	3	3	3	2	35.4	30.6	26.1	23.1	28.9	3	3	2	2	43.9	38.3	32.9	28.3	36.2
North Dakota State Univ.		IIA	4	4	4	5	38.4	31.1	28.1	19.0	31.2	5	5	4	5	44.4	36.3	33.0	23.0	36.5
Univ. of North Dakota-Main		I	5	5	5	4	38.4	32.0	27.5	22.4	31.4	5	5	5	4	47.2	39.3	33.4	27.2	38.5
OHIO																				
Air Force Inst. of Tech.	33	IIA	2	2	1		48.9	38.5	34.7	----	41.3	2	2	2		58.2	45.8	41.3	----	49.2
Antioch University	37	IIA	5	5	5		33.9	27.5	23.8		27.1	5	5	5		43.3	35.6	31.1		35.1
Ashland College		IIB	4	3	3	5	32.8	29.2	25.1	18.6	27.8	4	3	3	4	40.3	35.7	30.6	22.4	34.1
Baldwin-Wallace College		IIB	3	2	3		38.3	32.3	24.9	----	33.6	2	2	3		48.3	40.9	31.8	----	42.5
Bluffton College		IIB	5	5	5		27.5	24.7	22.0		24.9	5	5	5		33.8	30.2	26.2		30.3
Bowling Green State Univ.		I	3	3	3	4	52.7	41.0	33.0	23.2	41.2	3	3	3	4	63.5	50.1	40.7	29.2	50.2
Bowling Green State U-Frlds.		III		1*	1	2	----	40.3	31.7	26.8	34.2		1	1	2	----	48.9	39.0	33.3	41.9
Capital University		IIB	2	3	3	2	38.7	30.6	25.6	23.8	32.0	2	3	3	2	47.7	38.9	32.0	29.8	39.8
Case Western Reserve Univ.		I	2	3	2	3	59.2	41.1	34.6	25.9	45.0	2	3	3	3	70.9	50.5	42.5	32.4	54.7
Clark State Community Coll.		III		3	2	3	----	32.0	29.9	24.1	29.2		3	2	3	----	40.1	37.9	30.7	36.8
Cleveland State University	3	IIA	1	1	1	2	54.2	40.8	33.3	26.1	42.7	1	2	1	2	66.0	50.2	41.9	33.6	52.6
College of Mount St. Joseph		IIB	5	3	4	4	29.6	29.9	24.5	20.9	26.0	5	4	4	5	35.4	34.2	28.8	20.9	30.0
College of Wooster		IIB	2	2	3	2	42.9	32.9	26.8	23.8	34.8	1	2	3	2	55.8	41.2	31.9	27.5	43.8
Defiance College		IIB	4	4	4		30.6	26.9	23.6	----	25.5	4	4	4		37.7	32.5	28.0	----	31.0
Denison University		IIB	1	1	2	2	45.1	35.4	27.4	23.9	36.0	1	1	2	2	62.9	45.2	34.8	28.6	48.0
Edison State Community Coll.		III		4	4		----	29.1	25.9	----	27.5		4	4		----	34.9	31.4	----	33.2
Findlay College		IIB	4	3	4	3	32.9	29.3	22.4	21.2	25.5	4	4	5	3	39.1	34.6	26.7	25.6	30.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.	98.	98.			7.0	7.3	8.6	----	46	30	38	4	19	25	31	6	55.5	39.5	31.0	----	52.9	38.5	30.3	----
22.	ALL	94.	57.						14	11	12	4	5	5	11	3	----	----	24.1	----	----	----	21.9	----
21.	ALL	92.	23.		6.0	6.6	7.2		15	6	4		7	6	9	1	35.5	29.6	----		33.6	27.1	----	----
28.	ALL	ALL	ALL						33	34	36		4	22	27	3	----	51.5	46.2		----	51.4	43.7	----
20.	98.	84.	11.		4.4	5.0	5.5	6.0	205	81	61	14	45	24	35	6	42.8	36.2	32.1	24.9	38.5	34.7	29.3	21.7
19.	89.	83.	9.		5.3	8.8	8.2	5.4	17	15	13	1	1	8	19	4	----	25.1	22.6	----	----	24.0	22.1	----
12.					----	2.9	1.6	----	4	6	6	2		6	3	1	----	23.4	----	----		23.3	----	----
20.	76.	69.	14.		11.1	8.8	8.3	----	25	8	10	1	4	5	4	5	----	----	----	----	----	----	----	----
26.	96.	ALL	3.		5.2	7.7	12.7	----	52	30	17	1	2	6	12		----	37.1	28.5	----	----	38.9	27.8	
21.	99.	82.	4.		6.0	7.7	8.0	----	288	118	92	2	19	39	34	1	65.5	45.4	38.1	----	73.8	44.2	34.0	----
20.	98.	85.	33.		4.9	5.4	5.7	8.9	201	154	117	7	41	56	88	6	49.5	38.0	31.8	27.3	45.0	37.5	30.3	26.7
22.	97.	32.	17.		4.4	3.8	4.9	----	25	14	15	1	6	5	8		40.6	----	29.1	----	38.7	----	27.5	
19.	95.	48.	2.		6.9	8.1	8.8	----	15	22	35	6	4	7	25	6	----	30.8	26.2	19.5	----	29.8	25.1	21.0
21.	86.	74.	43.		5.3	6.2	5.5	----	24	39	32	2	4	15	19	3	----	37.3	31.2	----	----	36.9	30.8	----
17.	ALL	67.			7.0	9.2	----	----	8	6	6		2	3	4	2	----	----	----		----	----	----	----
22.	ALL	96.	27.		6.5	7.8	6.6	----	25	18	16	4	5	6	14	1	----	32.7	23.9	----	----	33.4	27.5	----
17.	ALL	56.	25.		6.9	7.5	8.0	----	14	12	16	2		4	8	1	----	----	24.3	----		----	26.8	----
16.	60.	63.	13.		5.1	8.2	7.8	6.1	8	12	21	6	2	4	9	9	----	----	24.2	23.0	----	----	22.6	21.1
24.	ALL	56.	12.		5.2	5.1	5.5		28	16	15		13	11	10	2	31.8	29.4	23.0		31.8	28.9	23.8	----
12.					----	3.0	6.5	7.1	1	5	8	12		6	11	6	----	----	21.2	18.8		----	20.1	17.3
13.	ALL	89.	27.		3.1	3.9	3.8	----	28	13	5	1	11	6	10	3	29.0	26.1	----	----	27.1	24.4	----	----
16.	95.	77.	13.						13	12	10		8	18	20	11	35.4	30.6	26.9		35.1	30.3	26.9	----
20.	97.	81.	27.	18.	4.4	4.3	5.0	3.7	56	70	51	9	11	31	38	8	44.9	38.5	34.9	28.5	43.4	36.3	31.5	25.6
21.	94.	76.	44.	50.	5.4	5.4	5.0	5.1	43	45	46	5	11	26	29	5	45.5	37.4	33.6	----	46.5	38.2	31.5	----
21.				1.				5.6				46				34				35.3				32.7
19.	99.	88.	13.		5.0	5.7	6.0	4.5	354	241	147	8	22	62	60	4	57.9	42.0	36.5	----	49.2	39.7	34.3	----
16.	ALL	ALL	8.		3.2	4.6	3.7	----	7	3	20	1		3	6	1	----	----	23.5	----		----	24.5	----
21.	98.	70.	19.		5.3	5.0	5.4	----	39	23	19		5	4	7		----	----	30.3		----	----	25.4	
23.	89.	18.	18.		3.0	4.8	3.7	----	15	7	6	1	3	4	5	2	----	----	----	----	----	----	----	----
20.	ALL	50.	5.		14.7	11.6	9.4	----	9	7	5	2	6	3	16	5	36.3	----	----	----	34.4	----	----	----
17.	ALL	76.	25.		0.2	0.7	4.8		11	18	14		1	3	6		----	----	24.0		----	----	25.0	
22.	ALL	72.	13.						7	11	6	1	6	7	10	3	32.9	28.6	25.3	----	34.4	29.0	23.8	----
18.		24.	5.		----	6.0	6.0	6.0	4	10	13	8	1	7	7	4	----	23.4	23.2	----	----	25.8	22.2	----
36.	ALL				8.0	----	----		26	1	2				1		----	----	----				----	
20.	89.	81.	5.		6.8	8.3	8.6	----	27	26	30	1		11	13	1	----	38.1	30.6	----		38.2	30.6	----
18.	ALL	89.	7.		5.5	6.0	6.5	5.2	485	209	116	7	55	89	81	6	59.3	42.0	36.7	29.0	52.0	40.7	34.3	26.2
20.	98.	92.	12.		5.1	5.8	6.4		104	134	95		15	36	54		46.9	39.5	33.8		44.5	37.2	30.2	
20.	ALL	94.	21.		4.9	4.6	5.5	4.0	122	102	60	2	20	61	57	4	53.6	38.3	32.2	----	51.9	37.8	32.6	----
21.	ALL	94.	33.		4.9	5.2	6.0	----	66	60	75		6	20	37	3	45.3	36.9	32.5		43.1	36.8	29.5	----
21.	99.	92.	5.		6.8	6.5	9.6	7.5	106	54	53	7	7	17	32	7	50.5	39.9	31.3	24.2	54.0	36.0	28.2	22.7
21.	96.	91.	33.		4.1	5.0	5.0	----	67	85	41	1	5	22	32	1	----	38.2	30.6	----	----	36.0	31.3	----
23.					5.0	5.0	5.0	5.0	10	15	18	6	3	8	9	6	----	25.4	23.3	18.8	----	24.8	23.4	21.1
22.	93.	68.	15.		5.5	7.4	7.4	----	26	20	18	2	14	11	21	5	42.0	35.9	31.4	----	39.5	33.6	30.6	----
24.	94.	81.	28.	6.	0.0	0.0	0.0	2.1	15	13	13	9	1	3	5	8	----	----	----	22.5	----	----	----	22.0
23.	91.	60.	87.		0.0	0.0	0.0		10	8	11		1	2	4	1	----	----	----		----	----	----	----
25.	97.	85.	30.		0.0	0.1	0.1	0.3	31	29	32	9	1	5	21	10	----	----	26.5	22.5	----	----	25.4	23.6
17.	97.	86.	9.	17.	0.5	0.4	0.9	0.0	140	118	92	10	5	14	23	8	----	31.2	28.4	19.0	----	30.6	27.0	19.1
23.	95.	76.	17.		1.6	2.7	3.7	1.6	118	93	79	6	10	35	60	19	38.6	32.6	28.9	23.8	36.2	30.3	25.5	21.9
19.	95.	85.	39.						39	23	28	1		3	3		----	----	----	----		----	----	
30.	96.	67.	10.						20	6	10		4	3	11		----	----	24.3		----	----	23.3	
22.	89.	60.	20.		5.0	5.0	5.0	5.0	32	33	26	3	3	10	24	7	----	29.1	26.2	----	----	29.5	23.9	----
26.	97.	73.	11.		11.0	11.2	10.6	----	57	30	14	2	12	7	13	2	38.8	32.5	24.8	----	36.1	31.6	25.1	----
22.	93.	27.	46.		7.0	7.0	7.0		12	9	7		3	2	6		----	----	22.7		----	----	21.3	
22.	99.	97.	26.	7.	8.6	8.6	10.2	9.3	236	166	108	29	19	50	76	31	53.1	41.5	34.2	23.3	47.3	39.5	31.3	23.1
22.		ALL	70.		----	9.0	9.7	8.7	4	10	7	6		1	3	6	----	----	----	29.3		----	----	24.4
24.									40	11	19	3	12	12	21	5	39.4	34.6	27.3	----	36.4	26.9	24.1	----
21.	95.	71.							193	126	91	22	12	30	42	25	59.3	41.1	36.0	25.9	56.9	40.8	31.7	26.0
26.					----	4.7	5.1	5.3	1	10	4	4	2	8	7	10	----	32.2	----	----	----	31.7	----	----
23.	98.	95.	2.		7.4	7.4	7.7	8.9	147	192	63	17	15	40	30	16	54.0	41.4	34.1	27.9	55.9	37.7	31.6	24.3
15.	85.	64.	15.		4.5	7.9	9.0	8.6	6	3	11	3	7	11	23	7	30.8	----	24.5	----	28.6	----	24.4	----
26.	97.	95.			9.2	10.6	8.7	----	52	13	23	3	6	6	23	3	43.4	33.1	26.9	----	39.0	32.4	26.8	----
21.	ALL	74.			8.3	7.3	7.4	----	10	16	7	3	1	3	6	1	----	----	23.3	----	----	----	24.0	----
33.	ALL	87.			6.1	5.9	6.4	----	60	19	31	3	4	11	25	4	----	36.7	28.2	----	----	33.2	26.3	----
21.					----	4.9	5.8	----	4	9	7	2	1	6	6	1	----	30.0	26.7	----	----	27.8	24.9	----
19.	ALL	88.	25.		5.1	6.5	5.2	5.5	12	15	16	7	5	1	12	5	----	----	22.8	----	----	----	21.9	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR

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NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Heidelberg College		IIB	4	4	4	4	32.8	26.6	23.7	19.7	26.9	4	4	4	4	39.9	31.7	27.4	22.4	31.9
Jefferson Technical College	1	III	5	4	4	3	32.2	30.2	26.2	23.2	28.9	4	4	4	3	40.1	37.8	33.2	29.8	36.3
John Carroll University		IIA	3	3	3	3	42.8	35.7	30.3	23.6	35.8	3	2	3	3	52.8	45.9	36.4	28.8	44.1
Kent State Univ.-Main Campus		I	4	3	4	3	51.7	39.7	32.4	24.7	41.0	4	3	4	3	61.9	48.2	39.8	30.9	49.6
Kent State Univ.-Ashtabula		III		1	1		----	38.6	31.9	----	34.1		1	1		----	47.0	39.3	----	41.9
Kent State Univ.-Liverpool		III			2			----	30.7	----	31.5			2			----	38.0	----	38.8
Kent State Univ.-Geauga		III						----	----	----	----						----	----	----	----
Kent State Univ.-Salem		III			2		----	----	29.9	----	31.8			2		----	----	37.0	----	39.2
Kent State Univ.-Stark		III		1*	1		----	40.3	32.5	----	35.9		1	1		----	49.0	40.0	----	44.0
Kent State Univ.-Trumbull		III		1	3		----	38.3	28.8	----	33.5		1	3		----	46.7	35.7	----	41.2
Kent State Univ.-Tuscarawas		III		1	1		----	38.5	31.7	----	33.5		1	1		----	46.9	39.1	----	41.1
Kenyon College		IIB	1	1	2	1	49.7	38.3	28.3	24.9	36.4	1	1	2	1	60.3	46.7	34.4	30.1	44.3
Kettering College		III	5	5	5		27.4	21.7	23.3	----	23.7	5	5	5		31.4	25.0	27.0	----	27.3
Lake Erie College		IIB		5	5	4	----	22.7	20.8	19.8	21.4		5	5	4	----	28.0	25.5	23.8	26.2
Lorain County Comm. College		III	1	1	1	1	45.4	39.3	31.5	27.0	34.3	1	1	1	1	54.8	47.7	38.8	33.8	42.0
Lourdes College	12	IIB				4		----	----	20.2	20.5				4		----	----	24.7	25.1
Malone College		IIB	4	4	4		31.3	26.9	24.2	----	26.9	3	3	4		41.7	35.8	29.9	----	34.9
Marietta College		IIB	3	2	3		36.3	32.4	25.9	----	32.3	3	2	2		46.2	41.4	32.8	----	41.1
Miami University-Hamilton		III		1	1	3	----	39.5	31.7	24.7	33.8		1	1	3	----	49.2	39.5	30.7	42.1
Miami University-Middletown		III		1	1		----	39.5	33.0	----	35.5		1	1		----	49.2	41.1	----	44.2
Miami Univiversity-Oxford		I	3	3	3	3	53.7	40.7	33.4	25.5	41.1	3	3	3	3	66.8	50.6	41.6	31.7	51.2
Mount Union College	4	IIB	3	3	3	4	38.0	30.6	26.6	20.9	31.3	2	3	2	4	51.1	38.5	33.5	24.3	40.4
Mount Vernon Nazarene Coll.		IIB	5	5	4		29.1	25.7	23.4	----	25.2	5	4	4		35.8	32.6	29.5	----	31.4
Muskingum College		IIB	3	3	3	3	36.9	30.5	25.9	21.6	30.0	3	3	3	3	46.0	38.9	31.6	25.3	37.2
Oberlin College		IIB	1	1	1		48.9	36.5	30.7	----	40.6	1*	1	1		66.2	48.0	38.3	----	53.7
Ohio Dominican College		IIB	3	3	3		36.1	29.9	25.3	----	29.4	4	3	3		41.5	35.1	30.7	----	34.5
Ohio Northern University	103	IIB	2	2	2	2	39.5	32.5	28.4	23.7	33.3	2	2	2	2	50.4	40.7	34.5	29.3	41.7
Ohio State Univ.-Main campus		I	2	1	1	3	60.8	44.0	36.8	26.0	48.0	2	2	2	3	72.5	53.2	45.0	32.6	57.8
Ohio State Univ.-Agr. Tech.		IIB		2	1	1		33.3	29.2	25.4	30.4		2	1	1		40.9	36.2	31.9	37.7
Ohio State Univ.-Lima		IIB		1	1			39.0	31.2	----	34.7		1	1			47.4	38.5	----	42.5
Ohio State Univ.-Mansfield	104	IIB		2	1		----	34.7	29.5	----	31.7		2	1		----	42.5	36.6	----	39.1
Ohio State Univ.-Marion		IIB		1	2		----	38.8	28.8	----	35.7		1	1		----	47.2	35.7	----	43.7
Ohio State Univ.-Newark		IIB		1	1*		----	36.4	33.4	----	35.6		1	1*		----	44.4	41.0	----	43.6
Ohio University-Athens		I	3	3	4	2	52.8	41.1	32.7	27.0	42.5	3	3	3	2	63.4	50.0	40.4	33.9	51.6
Ohio University-Belmont		III			1*			----	34.7	----	36.2			1			----	42.7	----	44.4
Ohio University-Chillocothe		III		2	2		----	34.7	29.8	----	32.3		2	2		----	42.7	37.1	----	40.0
Ohio University-Lancaster		III		1	3		----	37.7	28.4	----	33.9		1	3		----	46.2	35.5	----	41.7
Ohio University-Zanesville		III		2	3	2	----	36.4	28.1	25.0	32.1		2	3	2	----	44.7	35.1	31.5	39.7
Ohio Wesleyan University		IIB	2	3	3		39.2	29.8	26.8		34.0	2	3	2		50.7	37.7	34.5		43.8
Otterbein College		IIB	3	3	4	3	35.3	30.0	24.4	21.5	27.4	3	3	4	3	42.8	37.0	29.4	26.0	33.3
Rio Grande College		IIB	4	3	3	3	33.4	30.2	26.4	21.7	26.8	4	3	2	2	40.4	36.2	33.0	29.7	33.6
Shawnee State University		IIB	3	1	2	1*	35.7	35.3	28.3	28.7	31.3	3	2	2	1	42.2	41.6	33.5	34.1	37.1
Southern State Comm. College		III		4	4	4		28.7	26.6	20.9	24.2		4	4	4		36.1	33.7	27.2	30.9
Trinity Lutheran Seminary		IIA	5				31.5	----	----		29.7	5				39.5	----	----		37.4
Univ. of Akron- Main Campus		I	4	3	3	2	52.1	39.2	34.2	28.4	42.0	4	3	3	2	63.1	48.2	42.4	35.7	51.4
Univ. Akron-Wayne Gen.&Tech.		III			4	3	----	----	26.5	23.6	27.5			4	3	----	----	33.5	30.5	34.9
Univ.of Cinti.-Main Campus		I	2	2	3	3	57.4	43.1	34.2	25.3	45.8	2	1	2	3	74.1	55.7	44.2	32.7	59.1
Univ.of Cinti.-Clermont Coll		III		1	3	3	----	37.2	26.9	23.2	31.6		2	3	3	----	43.0	34.7	29.9	38.3
Univ.of Cinti.-R.Walters		III	1	1	3	4	45.1	37.3	28.1	21.7	33.9	1	1	3	4	58.2	48.2	36.2	28.1	43.8
University of Dayton		IIA	2	2	3	5	45.5	38.6	30.4	18.8	37.2	2	2	3	5	56.9	46.6	36.2	22.0	45.3
University of Toledo		I	3	3	3	3	52.5	40.0	32.8	26.0	43.0	3	3	3	2	64.1	49.5	40.9	33.3	53.0
Urbana College	158	IIB	5		5	4	29.3	----	22.2	19.3	23.6	5		5	4	35.9	----	26.8	22.5	28.6
Ursuline College		IIB	5	5	4	2	30.1	23.0	23.2	22.7	24.1	5	5	5	2	33.4	24.0	26.8	27.4	27.4
Walsh College		IIB	4	4	4		32.4	27.7	23.9	----	26.7	4	4	4		40.4	34.5	29.5	----	33.1
Wilmington College		IIB	4	4	4		31.4	27.4	23.9	----	27.0	4	4	4		39.3	32.6	29.0	----	32.9
Wittenberg University		IIB	1	1	1	2	45.5	35.8	29.1	24.4	36.2	1	1	1	2	57.3	44.5	36.0	29.3	45.1
Wright State University-Main		IIA	1	1	1	3	53.4	40.4	33.3	23.3	39.8	1	2	1	3	65.1	50.0	41.5	30.1	49.2
Wright State U.-Lake Campus		III			2		----		30.2	----	29.8			2		----		38.5	----	38.0
Xavier University		IIA	3	3	3	4	42.1	34.3	30.5	21.5	34.9	3	3	3	4	51.6	42.0	37.9	27.0	43.0
Youngstown State University		IIA	1	1	2	2	50.4	40.2	31.0	25.9	41.4	2	2	2	2	60.9	49.3	38.8	33.0	50.7

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NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Bartlesville Wesleyan Coll.		IIB									19.7									26.6
Cameron University	4	IIB	3	2	2	3	36.8	32.5	27.4	22.1	30.2	3	3	3	3	43.9	38.8	32.7	26.5	36.0
Central State University	3	IIA	4	2	1	1	40.6	37.3	34.1	28.5	35.7	4	3	2	2	48.8	45.0	41.2	34.2	43.0
East Central University		IIB	3	2	1	2	38.3	33.9	29.8	24.1	31.9	3	2	1	2	44.7	39.7	35.5	28.5	37.5
Langston University		IIB	4	3	4	1	33.6	30.7	24.0	24.8	26.7	4	3	4	2	39.2	35.9	28.2	29.1	31.3
Mid-America Bible College		IIB					----	----	----	----	20.2					----	----	----	----	22.7
Northeastern Okla. St. Univ.		IIA	4	4	4	2	38.9	33.2	28.9	26.6	31.4	4	4	4	2	46.8	39.7	34.4	31.6	37.5
Oklahoma Christian College		IIB	3	3	3	4	34.9	30.4	25.1	19.7	29.4	4	4	4	4	40.8	34.9	28.7	22.4	34.0
Oklahoma Panhandle St.Univ.	105	IIB	3	2	1	1	35.1	32.0	29.4	25.6	30.4	3	3	2	1	42.1	38.0	34.9	30.3	36.3
Oklahoma State Univ.-Main		I	5	5	5	3	45.6	35.9	30.4	24.7	37.0	5	4	4	3	56.0	44.4	37.9	31.1	45.7
Phillips University		IIB	5	5	5		26.6	23.8	20.9	----	23.5	5	5	5		32.0	28.3	24.8	----	28.0
Southeastern Okla. St. Univ.		IIA	5	4	4	3	35.7	32.9	28.0	23.5	29.2	5	4	4	4	42.9	39.3	33.3	28.1	35.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	85.	69.	5.		4.7	5.5	5.0	----	17	15	15	2	3	1	7	4	----	----	24.2	----	----	----	22.7	----
26.									1	9	7	7	12	6	2		----	31.6	----	----	----	28.1	----	
23.	93.	74.	21.	33.	7.1	7.4	7.1	5.7	59	28	43	6	11	6	20	6	43.5	35.2	31.6	26.4	38.9	38.3	27.5	20.9
21.	99.	92.	32.	44.	7.7	8.2	9.2	7.9	215	192	140	3	20	47	100	6	51.9	39.8	33.5	----	49.5	39.3	30.9	----
23.		ALL	77.		----	10.1	7.8	----	2	7	9	3		2	4	1	----	----	----	----		----	----	----
23.			56.			----	8.9	----		1	4				5	1		----	----				----	----
---						----	----	----		1	2	1		1				----	----	----		----		
23.			36.		----	----	7.4	----	1	2	6	2			5		----	----	----	----			----	
22.		95.	85.			8.6	7.2	----	1	17	16	1		4	11		----	----	33.2	----		----	31.4	
23.		ALL	43.		----	9.4	8.5	----	2	11	17	2	1	6	4		----	38.5	----	----	----	38.0	----	
23.		ALL	88.			10.0	8.7	----	1	4	12	1		4	4	3	----	----	----	----		----	----	----
21.	ALL	95.	11.		5.5	6.5	9.7	9.7	28	31	21	7	1	9	14	8	----	39.6	28.7	24.8	----	34.0	27.6	25.0
15.					9.2	11.3	9.2	----	6	3	5		4	5	9	4	----	----	----		----	----	----	----
22.		33.	12.		----	6.6	5.6	1.2		8	13	2	1	4	4	6		----	----	----	----	----	----	----
23.	ALL	ALL	87.	11.	14.1	6.2	8.0	8.5	6	30	10	9		10	13	19	----	39.2	32.0	25.4		39.6	31.1	27.7
22.						----	----	4.4			1	3		2	4	10			----	----		----	----	----
30.	93.	83.			6.8	10.7	10.8	----	14	8	7	2	1	4	7	3	----	----	24.2	----	----	----	24.1	----
27.	97.	92.	22.		7.9	8.7	6.4	----	27	24	12		3	2	6	1	----	----	26.0		----	----	25.7	----
25.		ALL	21.		----	8.3	9.0	8.5	4	8	12	2		5	16	5	----	----	32.2	----		----	31.3	----
25.		ALL	52.		----	9.6	7.6		5	8	12			5	17	2	----	----	35.3			----	31.4	----
25.	ALL	90.	27.		7.4	8.0	8.8	9.4	221	193	116	50	14	47	93	27	53.8	41.3	35.0	26.3	52.4	38.2	31.4	23.9
29.	ALL	74.	32.		7.9	7.5	7.9	----	25	16	14	4	3	3	5	4	----	----	----	----	----	----	----	----
25.									13	10	12	3	1	2	9	2	----	----	23.4	----	----	----	23.4	----
24.	ALL	64.	4.		6.3	5.0	4.4	6.1	24	9	19	3	1	5	7	5	----	----	26.2	----	----	----	25.0	----
32.	98.	83.			6.0	5.6	6.9	----	89	49	31		10	20	18	4	49.2	36.5	30.4		46.5	36.7	31.3	----
18.	ALL	89.	31.		9.7	12.5	12.1	----	5	8	4	1	6	11	9	3	----	30.6	----	----	----	29.4	----	----
25.	ALL	74.	15.	7.	8.4	8.9	8.8	8.8	54	31	27	10	4	8	12	5	----	33.0	29.0	----	----	30.7	27.1	----
20.	ALL	97.	19.	17.	5.2	5.9	6.0	4.8	689	485	353	29	55	132	172	29	61.3	44.6	38.4	27.4	54.9	41.8	33.7	24.6
24.		ALL	50,			4.2	4.2	7.7		15	12	4		2	2	2		----	----	----		----	----	----
23.		ALL	44.			4.7	6.7	----		16	12			2	6	1		----	32.1			----	29.4	----
23.		ALL	43.		----	5.3	4.4	----	1	10	15	1		4	6		----	----	29.4	----		----	29.8	
22.		ALL			----	6.4	6.0	----	2	9	4	1		3	3		----	----	----	----		----	----	
22.		ALL	62.		----	5.4	5.2	----	2	9	9	1	1	4	4	1	----	----	----	----	----	----	----	----
21.	98.	92.	29.	22.	11.7	9.5	8.9	11.2	214	168	126	5	19	45	72	4	53.3	41.7	33.6	----	47.2	39.0	31.2	----
23.			90.			----	7.8	----		5	8				2	1		----	----				----	----
24.		ALL	64.		----	9.1	8.0	----	1	8	9	1		2	2		----	----	----	----		----	----	
23.		ALL	83.			9.9	7.9			16	7	1	1	1	5			----	----	----	----	----	----	
24.		ALL	75.	14.	----	9.3	8.9	7.1	2	9	4	2		3	4	5	----	----	----	----		----	----	----
29.	ALL	86.	8.						59	13	13		7	8	23		39.3	29.6	26.7		38.4	30.0	26.9	
21.	97.	78.	27.		1.8	6.9	6.8	8.2	22	12	24	7	7	6	27	13	35.5	30.1	24.8	22.0	34.3	29.6	24.1	21.2
25.	71.	76.	62.	24.					7	12	19	10		5	10	7	----	----	26.8	21.8		----	25.7	21.6
18.	63.	50.	47.		8.0	8.0	8.0	8.0	8	14	13	7		10	17	8	----	35.3	28.9	33.6		35.2	27.8	24.4
28.						7.2	7.2	7.2		5	6	5		2	4	12		----	----	----		----	----	----
26.	ALL				4.4	----	----		13	4	1			1	2		----	----	----			----	----	
22.	94.	87.	24.		6.4	6.1	6.7	6.5	240	211	103	7	28	79	84	26	52.8	39.8	35.6	28.6	46.5	37.6	32.6	28.3
27.					----	----	12.0	----	2	1	2	4		3	5	2	----	----	----	----		----	----	----
29.	99.	89.	17.	4.	6.2	7.6	9.9	7.4	353	274	154	14	40	97	106	13	58.2	43.6	35.3	25.3	49.9	41.7	32.6	25.2
21.		92.	33.		----	6.4	11.9		1	5	4	3		7	2	3	----	----	----	----		----	----	----
29.	ALL	ALL	40.		5.9	7.2	11.0		6	21	9	1	4	21	16	8	----	38.5	28.7	----	----	36.1	27.7	----
22.	96.	82.	27.		7.9	7.1	6.5	6.5	105	120	85	5	6	19	39	10	45.7	39.2	30.4	----	41.4	34.9	30.3	----
23.	96.	71.	15.	17.	6.2	6.1	6.7	11.3	251	138	118	10	26	27	51	14	53.2	40.5	33.7	28.6	45.7	37.2	30.6	24.1
21.	57.		20.		14.8	----	13.1	----	7	1	14	4		3	1	2	----	----	----	----		----	----	----
14.	88.	8.			----	----	6.0	6.7	1	1		3	7	11	12	15	----	----		----	----	----	----	----
24.	88.	83.			5.1	4.9	6.7	----	7	12	6		1	6	5	5	----	27.7	----		----	27.8	----	----
22.	ALL	91.	30.		3.9	5.1	6.9		14	7	14	1		4	6		----	----	24.1	----		----	23.6	
25.	ALL	96.	35.	8.	8.6	8.9	10.4	11.0	43	38	20	5	3	15	17	7	----	36.2	29.4	----	----	34.8	28.7	----
24.	97.	93.	13.		4.2	4.2	5.2	7.4	111	133	95	20	11	28	55	28	53.9	40.9	34.3	23.1	48.2	38.2	31.5	23.5
27.			63.			----	4.3	----	1		15	2			1	3	----		----	----			----	----
23.	ALL	94.	78.		5.7	7.2	8.3	4.8	64	40	27	6	3	13	22	11	----	34.7	31.9	20.9	----	32.9	28.7	21.8
22.	99.	91.	50.		8.0	8.6	9.1	10.9	178	78	73	16	23	36	41	16	50.8	41.1	31.9	26.3	47.2	38.4	29.5	25.6
35.																								
19.	ALL	63.	34.	11.	6.2	5.8	5.5	----	41	24	44	15	8	8	21	12	37.2	32.9	28.0	22.9	34.9	31.0	26.2	21.0
20.	ALL	81.	41.		7.2	8.0	9.4	10.5	69	48	71	29	23	22	50	25	40.6	37.1	33.9	28.6	40.6	37.5	34.4	28.4
18.	ALL	82.	58.		7.8	8.1	8.0	8.3	37	20	41	17	6	8	19	7	38.3	34.0	29.8	24.5	38.1	33.7	29.7	23.2
17.	89.	33.	19.	23.					4	6	11	14	5	3	10	8	----	----	23.3	26.0	----	----	24.7	22.6
13.									4	3	2	1	1	1	1	2	----	----	----	----	----	----	----	----
19.	89.	28.	15.	2.					49	35	56	28	12	11	37	26	39.4	33.4	29.4	28.0	36.6	32.5	28.3	25.1
16.	83.	19.			4.8	8.5	3.1	----	22	19	5	5	1	2	6	5	----	----	----	----	----	----	----	----
19.									14	9	15	13					----	----	----	----				
24.	ALL	90.	24.	59.	7.1	8.3	7.8	8.6	245	167	120	12	13	52	47	17	45.8	36.1	31.1	26.1	43.1	35.0	28.6	23.7
19.	92.	42.			1.8	2.0	5.2	----	11	12	7	1	2	7	7	1	----	24.3	21.7	----	----	22.9	20.1	----
20.	ALL	63.	38.		11.3	6.3	10.7	6.3	30	6	29	22	8	2	16	16	35.9	----	28.6	24.4	35.1	----	26.8	22.2

APPENDIX I	NOTES	(1)	(2)				(3)					(4)				(5)				
		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
O K L A H O M A - (CONT'D)																				
University of Oklahoma		I	5	5	5	5	46.6	36.0	29.9	18.7	37.4	4	4	5	5	57.2	44.4	36.8	23.4	46.1
Univ. of Sci.& Arts of Okla.	10	IIB	3	2	1	1	37.1	33.2	29.0	24.9	30.7	3	3	2	2	43.4	38.8	34.1	29.3	36.0
University of Tulsa		IIA	1	2	3	5	50.8	37.4	30.4	20.8	38.0	2	2	3	5	61.8	45.7	36.2	25.4	46.1
O R E G O N																				
Eastern Oregon State College		IIB	2	2	2		39.5	33.5	28.0	----	32.9	2	2	2		49.3	42.0	35.1	----	41.2
George Fox College		IIB	5	5	5		27.7	25.3	20.9	----	23.9	5	4	5		35.5	32.3	24.9	----	29.9
Lewis & Clark College		IIB	1	2	4		45.6	32.9	24.2	----	36.9	1	2	4		55.3	40.1	29.3	----	44.8
Linfield College	80	IIB	4	4	4		32.1	26.5	23.1	----	26.9	3	3	3		42.2	35.4	31.1	----	35.8
Mount Angel Seminary		IIB									----									----
Multnomah School of Bible		IIB	5				21.6	----	----	----	20.7	5				24.9	----	----	----	24.0
Northwest Christian College		IIB					----	----	----		25.6					----	----	----		30.6
Oregon Institute of Tech.		IIB	2	2	1	1	39.5	33.3	29.0	25.6	32.6	2	2	1	1	50.3	42.7	37.2	33.7	41.8
Oregon State University		I	5	4	5	4	44.9	36.4	30.3	23.0	36.4	5	4	4	4	56.0	45.8	38.3	29.4	45.8
Pacific Northwest Coll. Art		IIB									19.3									23.4
Portland State University		IIA	3	4	3	5	41.7	33.3	29.3	21.1	36.3	3	3	3	4	52.0	42.0	36.3	27.0	45.4
Reed College		IIB	1	1	2		46.2	35.3	28.6		37.3	1	2	2		57.6	43.6	33.5		45.7
Southern Oregon State Coll.		IIA	4	5	5	4	37.4	30.5	25.0	22.1	31.0	4	4	5	3	47.3	38.8	31.6	28.3	39.3
University of Oregon		I	5	5	5	5	45.2	34.4	28.8	22.0	35.2	4	4	5	4	56.4	43.5	36.0	28.1	44.2
University of Portland		IIA	4	4	4		39.9	31.9	27.0		31.0	4	4	4		49.4	39.4	32.4		37.9
Western Cons. Baptist Sem.	162	IIA	5		5		27.0	----	21.9		25.0	5		5		31.0	----	25.2		28.9
Westerm Oregon State College		IIA	5	4	5	5	34.6	31.3	25.7	19.6	29.4	5	4	5	5	43.7	39.7	32.1	25.0	37.1
Western States Chiro. Coll.		IIA		5	5		----	26.1	23.3	----	24.2		5	5		----	31.1	27.9	----	28.9
Willamette University		IIA	2	3	4		46.3	34.1	28.5	----	38.7	2	3	4		56.7	42.1	35.7	----	47.6
P E N N S Y L V A N I A																				
Academy of the New Church		IIB			1*	1*	----	----	34.2	30.5	33.7			1*	1*	----	----	43.5	38.5	43.4
Albright College		IIB	2	2	2	1	41.7	34.1	28.3	26.5	35.2	2	2	2	1	52.0	42.3	34.1	32.3	43.6
Allegheny College		IIB	1	2	3	3	44.9	33.9	26.5	22.0	33.3	1	2	2	3	57.9	43.6	33.1	27.2	42.4
Allentown College St.Francis		IIB	3	3	2		35.6	30.5	28.7	----	29.4	3	3	2		41.6	36.1	33.5	----	34.4
Alvernia College		IIB		5	5	5	----	21.1	21.5	17.7	21.6		5	5	5	----	23.6	24.1	20.0	24.1
Beaver College		IIA	4	5	5		40.3	30.0	26.1	----	29.5	4	5	4		50.2	37.6	32.4	----	36.9
Bryn Mawr College		IIA	2	2	3	5	49.3	39.1	30.5	20.5	40.0	2	2	3	5	60.3	48.7	37.1	25.4	49.0
Bucknell University		IIA	1	2	2		52.7	39.7	32.9	----	42.0	1	1	2		67.8	50.5	41.4	----	53.6
Bucks County Community Coll.		III	3	2	4	4	39.8	35.0	25.0	22.7	34.9	3	3	5	4	48.9	42.0	29.7	26.8	42.1
Cabrini College		IIB	3	3	1		36.7	31.1	29.1	----	30.8	3	3	2		45.5	38.6	35.4	----	37.9
Carlow College		IIB	3	4	5		36.0	26.4	21.5		26.5	3	4	5		45.8	31.7	26.8		32.7
Carnegie Mellon University		I	1	1	1*		67.0	46.9	40.5	----	53.5	1	1	1*		81.0	58.3	50.5	----	65.5
Cedar Crest College		IIB	4	4	4		33.1	27.5	23.5		27.6	4	4	5		39.7	32.8	26.6		32.4
Chatham College		IIB	2	3	3		38.5	31.6	25.0	----	30.6	3	3	3		46.8	38.8	30.8	----	37.6
Chestnut Hill College		IIB	2	5	5		38.9	25.5	20.5	----	25.5	2	4	5		47.3	31.5	24.7	----	31.0
Clarion Univ.of Penn-Main	45	IIA	2	2	2	3	47.7	38.6	31.7	23.4	37.5	2	2	1	2	60.9	50.1	41.6	31.7	48.6
College Misericordia		IIB		4	4	5	----	28.2	23.5	18.8	24.7		4	4	5	----	33.0	27.2	21.8	28.7
Comm.Coll. of Allegheny Co.	50	III	3	4	3	5	37.8	30.7	27.7	18.6	33.3	3	3	3	5	48.0	39.5	35.9	25.0	42.6
Community Coll.-Philadelphia		III	1*	1*	1*		46.9	41.6	35.8	----	38.4	1*	1*	1*		61.0	54.7	47.6	----	50.6
Del. Valley Coll.of Sci&Agr.	6	IIB	3	2	2	1	37.7	32.8	28.5	25.4	32.0	3	2	2	1	45.1	39.5	34.7	31.1	38.6
Dickinson College		IIB	1	1	1	1	49.5	38.1	30.5	25.9	36.9	1	1	1	1	62.7	48.8	38.1	31.6	46.6
Drexel University		I	3	3	1	4	56.0	40.3	36.5	24.5	41.8	3	3	2	4	67.4	48.6	43.8	30.2	50.4
Duquesne University		IIA	4	4	4	4	40.1	31.8	28.7	21.3	33.3	4	4	4	4	50.4	41.0	35.7	27.2	42.0
East Stroudsburg University	29	IIB	1	1	1	1	47.5	38.8	31.2	25.1	39.8	1	1*	1*	1	60.3	50.1	40.9	33.6	51.1
Eastern Baptist Theol. Sem.		IIB	3				36.4	----			34.3	3				46.4	----			43.5
Eastern College		IIB	4	4	3		34.1	27.3	26.6	----	29.6	3	4	3		42.6	35.0	32.4	----	37.0
Elizabethtown College		IIB	2	2	2		41.5	34.8	27.5	----	34.1	2	1	2		53.0	44.1	35.1	----	43.4
Franklin and Marshall Coll.		IIB	1*	1*	1	1	54.7	40.4	29.6	27.5	40.0	1*	1*	1	1	72.4	52.6	36.2	32.2	51.3
Gannon University		IIA	4	4	3	3	38.6	33.6	29.7	23.3	33.4	3	3	3	3	51.3	42.8	37.7	29.4	43.1
Geneva College		IIB	4	5	5		30.5	25.9	22.1		26.6	4	4	4		38.5	33.3	29.0		34.1
Gettysburg College		IIB	1	1	1	1*	50.2	37.9	29.5	29.4	37.5	1*	1*	1	1*	64.6	50.2	36.9	34.4	48.3
Harrisburg Area Comm.College	3	III	3	3	4	3	40.1	32.1	26.4	23.1	35.2	2	3	3	3	51.4	42.1	35.2	31.1	45.6
Haverford College		IIB	1*	1*	1*	1	54.0	41.8	32.3	26.7	42.2	1*	1*	1*	1	69.5	53.6	41.4	31.2	54.0
Immaculata College		IIB		2			----	33.1	----	----	32.0		2			----	42.0	----	----	39.8
Indiana University of Penn.	74	IIA	2	2	2	4	47.1	38.8	30.9	21.5	38.6	2	2	2	3	58.5	49.2	40.0	29.4	48.8
Juniata College		IIB	3	3	3		38.1	30.6	26.7	----	33.2	2	2	2		49.4	39.5	34.5	----	43.0
Keystone Junior College		III	5	5	5	5	30.1	24.9	20.6	15.2	23.4	5	5	5	5	36.9	30.5	25.1	18.5	28.6
King's College		IIB	2	2	3		38.6	32.7	26.6	----	32.2	2	2	2		50.0	42.0	33.3	----	41.1
Lackawanna Junior College		III					----	----	----	----	19.2					----	----	----	----	22.2
Lafayette College		IIB	1*	1*	1	1	54.8	41.3	31.1	28.2	39.0	1*	1*	1	1*	68.4	53.1	38.3	34.7	48.9
Lancaster Bible College		IIB			5		----	----	19.7	----	21.0			5		----	----	23.8	----	25.3
La Roche College		IIB		4	3		----	28.2	25.7		28.0		4	4		----	33.1	29.9		32.7
La Salle University		IIB	1	1	1	2	46.2	37.7	30.7	23.7	35.5	1	1	1	2	56.8	47.1	38.0	27.5	43.9
Lebanon Valley College		IIB	4	2	2		33.8	32.1	27.1	----	30.7	3	2	1		46.4	43.6	35.9	----	41.4
Lehigh University		I	2	2	2		57.2	42.0	36.0	----	48.6	2	1	2		74.9	54.6	44.8	----	63.0
Lincoln University		IIB	3	3	3	2	37.6	31.2	26.3	23.5	28.4	3	3	3	2	43.9	36.6	30.6	27.4	33.1
Lock Haven University	29	IIB	1	1	1	3	47.7	39.2	30.8	21.8	38.6	1	1*	1*	2	62.2	52.2	41.0	29.7	51.0

(6) BEN.AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
23.	95.	86.	8.		6.3	7.1	8.5	7.3	258	187	140	14	15	41	46	7	46.9	36.4	30.8	18.2	41.9	34.2	27.3	19.9
17.	ALL	80.	27.		3.9	4.5	5.2	4.1	7	12	12	4	1	3	10	5	----	----	29.2	----	----	----	28.8	----
21.	56.	27.	4.						76	61	51	5	5	18	28	17	----	38.9	32.0	----	----	32.3	27.4	----
25.	83.	43.	5.		10.7	14.9	14.4	----	16	17	14	2	2	4	8		----	----	28.4	----	----	----	27.3	
25.	75.	40.			8.7	8.5	12.1		7	14	10	1	1	1	5		----	----	----	----	----	----	----	
21.	ALL	78.			4.3	4.3	4.3	----	64	27	13		9	13	13	1	46.0	34.0	24.6		43.3	30.6	23.7	----
33.	ALL	93.	5.		4.1	4.2	4.1	----	31	17	21	1	5	12	23	1	----	26.7	23.1	----	----	26.4	23.1	----
---																								
16.									11	3	3	2					----	----	----	----				
20.					----	----	----		4	5					1		----	----					----	
28.	97.	62.	4.		2.1	2.2	1.5	6.2	34	26	43	12	3	11	12		----	34.2	29.7	----	----	31.2	26.7	
26.	99.	90.	6.		1.3	1.8	1.8	3.9	207	170	105	33	12	31	51	22	45.1	36.8	31.5	23.2	40.9	34.5	27.9	22.7
22.																								
25.	99.	84.	5.		1.8	1.5	2.9	5.1	194	92	51	8	23	38	30	6	42.1	33.9	29.4	21.7	39.2	31.8	29.0	20.3
22.	98.	81.			6.0	6.0	6.0		41	17	25		2	9	13		----	35.4	28.8		----	35.1	28.3	
27.	99.	74.	6.		1.4	3.4	3.0	----	68	42	23	7	5	16	24	1	----	30.8	25.3	----	----	29.7	24.7	----
26.	ALL	93.	1.	19.	2.0	2.3	3.1	3.5	223	131	104	32	19	58	82	40	45.6	35.0	29.8	23.9	40.2	32.9	27.5	20.4
22.	88.	61.	18.		6.6	4.2	7.4		15	32	33		1	12	12		----	32.6	26.4		----	29.9	28.6	
15.	ALL		38.		0.7	---	0.0		13	3	7				1		----	----	----				----	
26.	ALL	81.	20.		1.7	2.3	1.9	8.6	44	27	27	9	12	5	27	8	35.0	----	27.0	20.4	33.3	----	24.2	18.7
19.		ALL	50.		----	5.1	4.5	----	1	5	14	1	2	2	6	2	----	----	23.3	----	----	----	23.4	----
23.	95.	78.	8.		8.1	8.9	9.1	----	54	25	14	2	8	15	12		46.7	33.6	28.5	----	43.7	35.1	28.3	
29.			83.	14.	----	----	----	6.8	4	2	4	6			2	1	----	----	----	----			----	----
24.	97.	88.	26.		3.2	11.5	13.6	6.0	27	18	10	3	11	7	9	6	42.0	34.4	28.5	----	41.1	33.3	28.0	----
27.	95.	92.			8.0	9.3	8.1	6.5	39	31	27	5	3	6	23	8	----	34.2	26.3	----	----	32.4	26.8	----
17.	67.	68.	7.						4	14	16	4	2	5	13	1	----	----	29.3	----	----	----	27.9	----
12.										2	5	1	5	4	19	10		----	----	----	----	----	----	----
25.	92.	90.	20.		5.0	6.4	6.6	----	10	15	9	2	2	5	21	3	----	----	25.5	----	----	----	26.3	----
23.	ALL	93.	9.		8.9	8.5	13.2	----	44	16	5	1	20	13	17	7	49.8	38.9	----	----	48.4	39.2	----	----
28.	ALL	89.	4.		5.3	6.0	6.5		78	43	51	1	4	14	27		----	40.7	33.7	----	----	36.7	31.6	
21.	ALL	ALL	22.						33	67	4	5	11	49	5	7	40.6	36.6	----	----	37.5	32.8	----	----
23.	ALL	86.	53.		9.6	9.9	10.1	----	6	3	8	2	6	4	11	3	38.9	----	29.8	----	34.5	----	28.6	----
23.	ALL	30.			5.3	9.0	16.6	----	4	6	2		5	14	14		----	27.0	----		----	26.1	----	
23.	ALL	42.	1.		7.8	9.3	10.2	----	202	116	112	3	15	18	39	2	68.1	47.9	41.9	----	52.4	40.3	36.5	----
17.	93.	87.	10.		8.5	11.2	9.8		12	7	7		3	8	13		----	27.6	24.3		----	27.4	23.0	
23.	ALL	ALL	7.						8	7	7	4	3	8	7		----	31.8	25.2	----	----	31.5	24.8	
22.	ALL	89.	ALL		----	10.0	12.4	----	4	4	6		2	5	5	3	----	----	----		----	----	----	----
30.	90.	78.	40.	17.	5.0	5.0	5.0	5.0	88	75	54	11	9	23	51	24	47.7	38.8	32.6	23.9	47.9	38.0	30.7	23.2
16.		93.	44.		----	4.2	5.1	----	3	10	11	2	1	4	21	4	----	----	24.4	----	----	----	23.0	----
28.	ALL	87.	64.						93	68	30	3	67	48	20	6	39.3	33.3	31.0	----	35.6	27.0	22.8	----
32.	ALL	ALL	92.		4.9	5.8	5.9	----	11	94	82	3	9	63	81	1	48.3	42.5	37.1	----	45.2	40.3	34.5	----
21.	ALL	88.	53.		6.0	8.6	8.4	----	16	23	16	6		3	3	1	----	----	----	----		----	----	----
26.	ALL	89.			13.0	14.5	14.5	13.3	30	33	29	4	3	11	16	12	----	38.5	31.2	----	----	36.8	29.2	----
21.	94.	74.	9.		5.1	5.3	5.3	5.3	131	83	86	28	8	22	31	13	56.8	41.0	37.9	24.6	42.4	37.6	32.4	24.4
26.	93.	89.	17.	10.	11.9	12.4	11.9	10.4	87	50	55	1	16	31	21	19	41.2	33.1	29.6	----	34.2	29.7	26.4	----
29.	97.	89.	34.		7.9	7.4	11.6	----	81	49	36	7	17	23	26	4	47.6	39.1	31.1	----	47.4	38.4	31.2	----
27.	75.								8	2				2			----	----				----		
25.	94.	69.	30.		3.9	4.1	4.5	----	11	10	6		6	3	4	3	34.9	----	----		32.5	----	----	----
27.	97.	89.	17.		3.5	4.9	5.1	----	30	34	15	2	1	4	15	3	----	----	27.4	----	----	----	27.5	----
28.	98.	93.	14.		7.1	7.4	11.2	10.7	40	31	31	9	1	10	12	5	----	41.1	29.7	----	----	38.2	29.6	----
29.	94.	89.	49.		4.6	5.0	5.8	----	32	39	26	4	4	6	9	3	----	34.1	30.6	----	----	30.9	27.3	----
28.	ALL	86.	29.		0.0	0.0	0.0		17	11	11		2	3	3		----	----	----		----	----	----	
29.	87.	92.	2.	14.	5.3	4.8	12.2	4.7	29	44	23	3	2	9	22	4	----	38.3	29.7	----	----	36.0	29.4	----
30.	99.	85.	89.		5.5	6.2	7.2	7.3	63	9	5	3	7	4	4	15	40.5	----	----	----	36.9	----	----	----
28.	97.	76.			6.3	7.2	7.9	----	31	14	16	6	1	7	10	1	----	41.5	32.7	----	----	42.2	31.5	----
24.		82.			----	6.0	----	----	2	5	1		3	6	2	2	----	----	----		----	----	----	----
27.	98.	74.	43.	8.					209	141	105	14	30	37	80	25	47.3	38.8	31.1	21.1	45.6	39.0	30.7	21.7
29.	65.	41.	20.		5.1	6.3	6.8		35	15	6	1	2	7	9	1	----	31.1	28.3	----	----	29.4	25.6	----
22.	ALL	ALL	17.		6.1	6.6	4.3	6.8	10	6	2	2	2	7	10	6	----	25.5	----	----	----	24.4	----	----
28.	ALL	87.	23.		6.9	7.0	7.0	----	27	30	19	2	1	1	12	1	----	----	26.9	----	----	----	26.3	----
16.					----	----	----	----	3	2	4	2	1	2	1	3	----	----	----	----	----	----	----	----
25.	97.	98.	2.		5.5	5.9	10.4	8.3	31	45	45	14	2	9	14	3	----	42.1	31.8	----	----	37.4	28.9	----
20.									3	2	6	1	1		1	1	----	----	----	----	----		----	----
17.					----	6.3	5.6		2	8	8		3	7	10		----	28.5	26.3		----	27.7	25.3	
24.	ALL	96.	46.		6.5	6.5	6.2	7.1	31	67	52	5	1	13	28	7	----	38.5	31.9	----	----	33.8	28.5	----
35.	ALL	80.	39.		8.2	5.3	6.6	----	22	12	17	1	2	3	6	3	----	----	27.3	----	----	----	26.3	----
30.	99.	96.			4.7	6.5	9.5	9.5	192	89	55	2	9	11	26	1	57.8	42.6	37.1	----	44.4	37.3	33.5	----
16.	ALL	ALL	24.	13.	5.8	5.8	5.8	5.8	9	6	20	3	4	3	13	5	----	----	26.8	----	----	----	25.4	----
32.	96.	94.	25.		5.0	5.0	5.0	5.0	47	55	22	4	9	7	18	10	47.6	39.2	31.1	----	47.8	39.1	30.4	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
PENNSYLVANIA - (CONT'D)																				
Lutheran Theol.Seminary		IIA	5				24.9	----	----	----	23.3	5				38.4	----	----	----	35.0
Lycoming College		IIB	3	3	3	2	36.6	31.5	25.6	23.7	29.1	3	2	3	2	44.2	39.3	30.9	27.7	35.5
Marywood College		IIA	5	5	5		34.6	30.1	25.4	----	28.3	5	5	5		42.4	36.5	31.9	----	35.0
Mercyhurst College		IIB	3	3	4	4	34.3	29.5	24.1	20.8	26.9	3	3	4	4	43.4	37.8	28.7	24.5	33.2
Messiah College		IIB	2	2	2	1	38.5	32.7	27.3	26.4	30.9	3	2	2	1	46.1	39.7	32.8	31.0	37.1
Montgomery County Comm.Coll.		III	2	2	3		42.2	36.1	28.7	----	37.0	2	2	3		52.8	45.1	35.9	----	46.2
Moravian College		IIB	2	3	3		38.5	31.0	25.8	----	32.8	2	3	3		49.4	38.5	31.8	----	41.4
Muhlenberg College		IIB	1	1	1	2	47.0	36.1	29.7	23.6	36.9	1	1	1	2	61.0	45.5	36.7	27.6	46.7
Neumann College		IIB		4	4	4	----	26.3	24.0	20.8	25.1		5	4	4	----	29.9	28.1	24.4	29.1
Northampton Community Coll.	4	III	4	4	3		35.5	31.0	28.1	----	31.7	4	3	2		45.2	40.0	36.6	----	40.8
Northeastern Christ.Jr.Coll.		III					----	----	----	----	19.3					----	----	----	----	24.1
Peirce Junior College		III	4	4			33.0	28.3	----	----	28.9	4	4			40.1	34.8	----	----	35.3
Penn State Univ.-Main Campus	29	I	2	2	3	5	58.0	41.9	34.4	21.5	42.3	2	2	3	4	70.4	51.8	42.5	27.9	52.0
Penn State Univ.IIA CAMPUSES	108	IIA	2	1	1	1*	50.0	40.9	34.7	30.2	36.6	2	1	1	1*	60.9	51.1	43.1	38.1	45.7
Penn State Univ.III CAMPUSES	109	III	1	2	2	3	45.6	36.0	29.9	24.1	29.7	1	2	2	3	56.6	45.2	37.7	30.7	37.4
Phila. Coll. of Pharm.&Sci.		IIB	1	1	1	1	49.9	37.1	30.4	25.3	34.2	1	1	1*	1*	63.9	48.9	41.0	34.9	45.4
Phila.Coll.of Textiles&Sci.		IIB	1	1	1		46.0	36.0	30.8	----	35.4	1	1	1		57.7	46.3	38.5	----	44.7
Pittsburgh Theol. Seminary		IIA	3				42.1	----	----		37.1	3				51.6	----	----		45.5
Point Park College		IIB	4	4	4		33.6	27.0	23.2	----	28.5	4	4	4		41.3	33.5	28.3	----	35.0
Reading Area Community Coll.		III	5	5			30.6	24.1		----	28.5	5	5			37.6	29.9		----	35.1
Rosemont College		IIB	3	3	4		35.9	31.4	23.6	----	29.5	3	3	4		42.2	37.2	28.3	----	35.0
St. Joseph's University		IIB	1	1	1	2	46.3	36.6	31.5	23.0	36.7	1	1	1	2	56.8	45.9	39.0	29.0	45.5
St. Vincent College		IIB	3	3	4	3	36.7	29.7	24.3	22.2	28.0	2	3	3	3	47.6	37.8	30.2	27.0	35.4
Seton Hill College		IIB	3	4	5		34.9	26.5	22.2	----	24.9	3	4	5		42.1	33.0	26.5	----	30.1
Shippensburg University	29	IIA	2	2	2	2	47.3	38.4	31.5	25.4	40.7	2	2	2	2	59.5	49.0	41.0	33.4	51.8
Spring Garden College		IIB	3	4	3		35.4	27.2	25.6		32.2	3	3	3		44.4	35.6	32.5		40.6
Susquehanna University		IIB	2	2	1		42.3	33.6	29.0		35.8	1	2	1		54.8	42.3	35.5		45.3
Swarthmore College		IIB	1*	1*	1*		55.7	40.7	32.4	----	46.3	1*	1*	1*		69.7	50.6	40.3	----	57.7
Temple University		I	3	2	3	2	52.9	41.6	34.3	28.4	44.0	3	2	2	1	64.7	52.0	43.4	36.6	54.6
Thiel College		IIB	4	4	4		33.3	27.6	23.5	----	29.0	3	4	3		43.5	34.9	30.4	----	37.4
Th.Jefferson U.-All.Hlth Sci		IIB		1	1*	1	----	38.8	31.7	27.5	32.9		3	3	2	----	38.8	31.7	27.5	32.9
University of the Arts		IIB	4	4	5		31.7	27.0	21.5	----	26.8	4	4	5		38.3	32.5	24.6	----	32.0
University of Pennsylvania		I	1*	1*	1*		68.4	49.3	40.5	----	57.4	1*	1*	1*		84.7	62.8	49.4	----	71.2
Univ. of Pittsburgh-Main		I	2	3	3	5	57.3	41.1	33.8	21.5	43.2	2	3	3	5	70.4	50.9	41.3	26.8	53.2
Univ. of Pittsburgh-Bradford		IIB	3	2	2	3	38.3	33.3	28.5	21.1	29.7	2	2	2	4	48.6	41.6	34.7	24.9	36.5
Univ. of Pittsburgh-Grnsburg		IIB	3	2	2	4	38.1	32.2	27.9	19.8	30.6	2	2	2	4	48.2	39.7	34.3	24.2	37.8
Univ. of Pittsburgh-Johnstwn		IIB	2	1	2	2	43.1	35.6	27.6	23.8	32.1	1	1	2	2	55.3	44.4	34.0	29.3	40.0
Univ. of Pittsburgh-Titsvlle		III		4	5	5		29.9	23.4	19.1	23.6		4	5	5		38.7	29.4	23.3	29.8
University of Scranton		IIA	3	3	3	2	41.4	34.7	30.7	24.9	33.9	3	2	2	2	54.6	45.9	39.1	33.1	44.3
Ursinus College		IIB	2	2	2		41.9	34.2	28.0	----	33.2	2	2	2		50.4	41.6	33.6	----	40.1
Valley Forge Mil. Jr. Coll.		III					----	----	----		23.3					----	----	----		30.9
Villa Maria College		IIB		5	5		----	24.2	20.5	----	21.4		5	5		----	29.9	25.1	----	26.2
Villanova University		IIA	1	1	1	3	53.9	41.5	34.1	24.3	40.6	1	1	2	3	64.6	50.5	41.0	29.0	48.9
Washington & Jefferson Coll.		IIB	2	2	2	3	40.7	34.8	28.4	22.5	33.7	2	2	2	2	51.4	42.8	34.3	27.5	41.6
Waynesburg College		IIB	5	4	5	2	29.1	26.6	21.8	22.8	25.1	4	4	4	2	37.3	34.0	28.1	29.0	32.2
Westminster College		IIB	3	3	3		36.7	30.1	25.1	----	32.0	3	3	4		44.3	36.1	29.4	----	38.3
Westminster Theol. Seminary		IIA	5				32.1	----	----		29.2	5				38.5	----	----		35.1
Westmoreland Co. Comm. Coll.		III	4	3	3		34.6	32.9	27.8	----	29.6	4	3	3		43.7	41.9	36.0	----	38.0
Widener University		IIA	2	1	2	2	48.5	41.2	32.3	26.8	37.4	2	1	2	2	60.4	51.8	40.6	33.0	46.8
Wilkes College		IIA	5	5	5		36.5	30.7	26.6	----	29.9	5	4	5		43.9	38.0	31.4	----	35.9
Wilson College		IIB		5	5		----	25.5	20.7	----	23.8		5	5		----	29.5	23.3	----	27.3
York College of Pennsylvania		IIB	1	1*	1	1	47.7	40.8	31.1	25.0	35.1	1	1*	1	1	59.3	52.0	38.1	30.8	43.6
RHODE ISLAND																				
Brown University	23	I	1	2	2		64.0	41.6	34.5	----	52.0	1	3	3		77.7	49.9	41.7	----	62.9
Bryant College of Bus. Adm.		IIB	1	1*	1*		50.5	45.9	36.1	----	44.8	1*	1*	1*		64.5	57.8	46.5	----	57.0
Community College of R.I.		III	3	4	4	5	38.2	31.5	26.3	19.6	33.0	3	3	4	5	47.8	39.9	33.7	25.2	41.5
Providence College	115	IIA	2	2	2	1	47.8	40.0	31.7	27.4	36.9	1	1*	1	1	63.3	55.1	41.7	35.5	49.2
Rhode Island College	4	IIA	3	2	2	2	43.0	37.0	31.3	26.4	37.0	3	2	2	1	54.6	47.1	41.2	34.5	47.5
Rhode Island School Design		IIB	1	2	2		44.4	34.5	28.8		36.1	1	1	1		56.6	44.0	38.1		46.4
Roger Williams College	118	IIB									36.6									46.3
Salve Regina College		IIA	4	4	4	3	39~~.5~~	~~32.5~~	~~26.~~7	23.9	30.9	4	5	5	4	46.5	37.6	30.6	27.4	35.8
University of Rhode Island	155	I	4	3	3	1*	51.7	39.8	33.9	36.6	44.0	3	3	2	1*	65.1	51.0	43.4	45.9	55.8
SOUTH CAROLINA																				
Benedict College		IIB	4	5	5	5	30.4	22.9	19.6	17.5	20.8	5	5	5	5	34.0	25.9	22.4	20.0	23.6
Central Wesleyan College	4	IIB	5	5	5		23.5	21.2	17.2	----	20.8	5	5	5		28.6	24.5	20.7	----	24.8
Citadel, The		IIA	3	3	4		43.1	34.6	28.8	----	36.7	3	4	4		50.8	41.1	34.4	----	43.4
Clemson University		I	4	4	4	5	50.4	37.7	32.1	20.3	39.1	4	4	4	5	59.0	44.7	38.2	24.6	46.1
Coker College		IIB	4	4	4		30.7	28.2	24.1	----	26.5	4	4	4		36.6	33.9	28.3	----	31.4
College of Charleston		IIB	2	1	2	3	41.6	36.5	28.6	22.3	34.2	2	2	2	3	49.3	43.5	34.3	26.9	40.7
Columbia Bible College		IIA	5	5	5	5	24.5	24.0	20.9	18.4	22.1	5	5	5	5	29.9	29.1	24.2	21.4	26.4
Columbia College		IIB	4	3	3	3	33.9	29.2	26.0	22.0	28.7	4	3	3	3	41.3	35.5	31.6	26.8	34.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
50.	ALL				4.5	----	----	----	11	1	3	1			2		----	----	----	----			----	
22.	ALL	ALL	33.	14.	6.5	6.5	7.4	----	10	25	19	1	1		11	6	----	----	26.1	----	----		24.8	----
24.	86.	79.	47.		6.8	6.2	5.7	----	17	21	21	3	4	18	37	1	----	30.2	26.1	----	----	29.9	24.9	----
24.	ALL	ALL							8	16	21	6	6	9	11	5	33.8	30.6	24.6	----	34.9	27.4	23.1	----
20.					9.9	7.8	5.9	6.2	20	24	27	8	2	4	17	6	----	----	26.9	27.4	----	----	27.9	25.0
25.	ALL	ALL	87.		6.5	7.0	8.0	----	41	27	9	1	14	33	14	2	43.6	36.7	31.4	----	38.3	35.6	27.0	----
26.	94.	86.	44.		5.1	5.8	6.3	----	26	26	9	2	8	3	7	1	39.0	----	25.1	----	36.6	----	26.6	----
27.	ALL	90.	10.		8.2	9.6	9.2	----	39	17	26	2	2	3	13	5	----	----	30.5	----	----	----	28.2	----
16.					----	4.6	5.5	----	3	2	6	1	2	5	15	6	----	----	24.6	----	----	----	23.7	----
29.	ALL	90.	71.		5.6	5.8	5.8	----	17	13	8	2	10	8	9	2	35.3	32.2	29.2	----	35.8	29.1	27.2	----
25.									1	1	1	3			1	2	----	----	----	----			----	----
22.					5.5	4.9	----	8.8	8	4	3	1	5	7	2	2	----	----	----	----	----	----	----	----
23.	97.	81.	12.		6.5	7.1	8.4	7.5	526	364	286	74	27	60	116	91	58.3	42.1	35.9	23.1	52.3	40.2	30.5	20.1
25.	90.	79.	21.		7.4	6.9	7.5	6.7	28	66	74	41	2	9	12	17	----	41.2	35.4	31.6	----	38.8	30.3	26.8
26.	ALL	93.	52.		9.0	8.2	8.1	7.4	27	92	292	133	6	23	74	82	45.5	36.4	30.4	25.6	46.1	34.4	27.9	21.5
33.	95.	67.			6.1	7.1	8.4	10.1	17	13	28	12	3	2	19	8	----	---	31.2	27.2	----	----	29.4	22.4
26.	ALL	97.	19.		4.9	4.8	6.2	----	16	23	20			6	11	5	----	36.3	31.6			35.0	29.5	----
23.	ALL				4.0	----	----		10	1	4			1	1		----	----	----			----	----	
23.	ALL	75.	19.		5.6	5.1	4.8	----	24	13	12		6	7	9	1	34.1	29.1	23.6		31.7	23.2	22.7	----
23.									8				12	7		2	32.3				29.5	----		----
19.	ALL	ALL	42.						4	11	5		4	6	7	1	----	32.4	----		----	29.6	----	----
24.	ALL	92.	36.		6.4	7.0	10.5	11.1	37	46	49	5	4	5	9	2	----	----	32.2	----	----	----	27.9	----
26.	ALL	80.							7	28	7	8		2	4	3	----	----	----	----		----	----	----
21.	ALL	38.			7.0	7.1	8.5	7.8	1	8	6		6	5	17	5	----	----	21.8		----	----	22.3	----
27.	98.	66.	42.		5.7	7.9	7.0	----	131	58	38	3	10	24	26	6	47.3	38.9	31.6	----	46.6	37.0	31.3	----
26.	97.	75.	11.						26	5	4		4	3	5		----	----	----		----	----	----	
27.	84.	92.	22.		6.7	11.1	10.5		29	22	19		3	3	4		----	----	----		----	----	----	
25.	96.	92.	6.		8.3	16.1	17.0	----	63	26	15	2	11	10	17	1	56.3	40.7	32.2	----	52.4	40.7	32.7	----
24.	96.	91.	14.	8.	5.4	5.2	5.4	6.0	410	292	163	24	77	100	108	24	53.7	42.4	34.6	29.8	48.9	39.2	33.8	27.1
29.	96.	78.	13.		6.1	6.5	5.1	----	25	10	7		3	8	8	2	----	27.8	24.3		----	27.4	22.8	----
0.										1	6	1	3	10	20	13	----	----	35.9	----	----	----	30.4	----
19.	ALL	78.	4.						23	30	14	1	4	10	9	1	----	27.5	22.0	----	----	25.4	20.7	----
24.	ALL	90.	0.		6.5	8.0	8.7		483	189	163	2	52	45	70		69.0	49.8	42.2	----	63.4	47.2	36.6	
23.	95.	83.	0.		5.5	5.3	6.8	5.1	386	318	175	22	46	100	149	46	58.1	41.6	35.1	22.3	51.1	39.3	32.3	21.2
23.	ALL	ALL			----	7.4	5.2	9.3	6	13	17	5	1	3	11	5	----	----	29.4	----	----	----	27.2	----
24.	ALL	88.			6.3	6.8	6.0	----	7	10	8	3	2	7	4	3	----	33.0	----	----	----	31.1	----	----
25.	ALL	ALL			5.8	5.8	5.4	6.6	11	47	29	11	2	9	12	8	----	36.1	27.8	25.8	----	33.1	27.1	21.1
26.		ALL				----	6.0	----		5	3	3		1	3	5		----	----	----		----	----	----
31.	94.	86.	28.		5.9	7.3	7.4	7.2	47	68	51	5	2	5	21	11	----	----	30.9	----	----	----	30.2	----
21.	ALL	78.	11.		9.7	8.7	8.8	----	16	20	18	3	2	12	10	1	----	34.9	28.1	----	----	33.1	28.0	----
33.					----	----	----		2	3	3				1		----	----	----				----	
23.		71.	14.		----	6.2	5.7	----		5	4		1	9	25	4		----	----		----	----	----	----
21.	98.	83.	37.		9.1	7.7	8.5	9.6	116	118	151	4	12	26	78	17	54.5	41.8	35.2	----	48.3	40.2	32.1	----
24.	ALL	97.	7.						23	26	9	5		5	5	6	----	----	----	----		----	----	----
28.	ALL	78.	9.		15.7	17.8	----	15.2	14	9	6	6	3		5	9	----	----	----	22.0	----		----	23.2
20.	98.	89.	35.						37	19	14	1	7	8	6	1	37.2	30.6	25.8	----	33.9	29.0	23.6	----
20.	ALL								9	3	4						----	----	----					
28.					8.5	8.8	8.4	----	7	10	16	2	2	8	13	3	----	33.1	28.0	----	----	32.6	27.6	----
25.	80.	67.	6.		7.1	7.7	8.2	7.9	32	60	36	6	8	22	46	9	49.7	41.6	34.0	27.8	43.6	39.9	30.9	26.1
20.	90.	85.	13.		7.7	7.6	9.1	9.5	30	31	32	2	1	8	31	1	----	31.1	27.6	----	----	29.0	25.6	----
15.		69.			----	5.4	6.8	----	5	7	7	1		6	3	3	----	25.4	----	----		25.6	----	----
24.	92.	80.	44.		6.2	6.5	6.8	7.3	12	19	32	4	1	6	29	2	----	41.2	32.0	----	----	39.5	30.1	----
21.	ALL	96.			7.1	8.3	8.3	----	254	68	64	1	21	28	40	3	64.9	42.6	35.7	----	52.3	39.2	32.4	----
27.	91.	59.	26.		5.8	5.9	8.8	----	27	36	20		7	10	7	1	50.8	46.0	36.3		49.0	45.6	35.6	----
26.	ALL	98.	39.	11.	8.7	9.2	10.2	11.4	100	30	18	4	52	30	52	5	38.6	30.9	27.1	----	37.5	32.0	26.0	----
34.	ALL	93.	46.	48.					33	46	45	12	5	14	27	13	----	41.4	33.3	28.4	----	35.6	29.1	26.5
29.	98.	93.	32.		8.9	9.2	9.8	10.3	94	62	52	2	20	34	51	7	43.2	38.4	32.6	----	41.6	34.3	30.0	----
29.	16.				7.1	7.9	8.7		26	31	15		5	13	10		----	35.4	29.2		----	32.1	28.1	
27.																								
16.	95.	70.	11.						13	11	17	3	9	19	19	9	39.5	32.5	26.6	----	39.4	32.5	26.7	----
27.	ALL	91.	19.		9.2	9.6	8.6	5.8	282	141	73	7	30	56	75	4	52.1	40.4	35.9	----	48.1	38.1	32.1	----
13.	85.	30.	36.	3.					9	15	12	17	4	5	10	22	----	----	20.1	18.7	----	----	19.1	16.7
19.	ALL	38.	14.		4.0	4.0	----		9	6	3		1	2	4	1	----	----	----		----	----	----	----
18.	93.	93.			7.0	7.7	9.2	----	59	54	21	2	1	2	6	2	----	----	29.5	----	----	----	26.2	----
18.	98.	76.	18.	2.					234	166	130	28	16	29	58	24	50.8	38.2	33.3	21.1	44.6	34.8	29.5	19.4
18.	ALL	67.	12.		11.2	13.8	13.4	----	10	7	9	2	2	5	8	2	----	----	24.2	----	----	----	23.9	----
19.	ALL	93.	41.	18.	6.0	6.0	6.0	6.0	47	68	47	3	6	18	36	8	41.4	36.8	29.3	----	42.6	35.8	27.9	----
20.					9.1	10.4	8.9	9.5	11	10	5	7	1		1	4	----	----	----	----	----		----	----
22.	86.	ALL	20.						16	8	7		6	11	13	8	34.5	29.4	27.1		32.4	29.1	25.3	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
SOUTH CAROLINA - (CONT'D)																				
Converse College		IIB	3	2	3		36.3	32.6	26.7	----	31.4	3	2	3		46.5	41.0	32.4	----	39.3
Francis Marion College		IIB	2	2	2	4	40.5	32.1	27.4	20.3	31.0	2	3	3	4	47.6	37.9	32.7	24.5	36.7
Furman University		IIB	1	2	2	2	44.6	34.1	27.7	22.6	36.2	1	2	2	3	55.7	42.3	33.0	25.4	44.5
Lander College		IIB	2	2	2		38.4	33.6	27.5	----	32.0	3	2	2		45.4	39.8	32.8	----	38.0
Limestone College		IIB	5	5	5		22.8	22.6	21.4	----	21.7	5	5	5		26.5	26.4	23.4	----	24.6
Newberry College		IIB	5	5	5	5	27.8	25.0	22.2	18.4	24.1	5	5	5	5	32.3	29.4	26.0	21.1	28.1
North Greenville College		III	5		5	5	26.2	----	21.2	16.8	20.8	5		5	5	32.9	----	25.6	20.1	25.3
Presbyterian College		IIB	3	3	3	2	37.4	29.5	25.7	22.7	31.3	3	3	3	2	43.8	35.4	30.8	27.6	37.1
Univ. South Carolina-Main		I	4	4	3	4	51.2	36.8	32.8	23.0	40.2	4	4	4	4	59.7	43.5	39.0	27.7	47.3
Univ. South Carolina-Aiken		IIB	3	3	3	4	37.6	31.5	26.4	20.5	29.1	3	3	3	4	44.5	37.5	31.5	24.8	34.6
Univ.South Carolina-Beaufort	4	III		4			----	29.7	----	----	30.0		4			----	35.4	----	----	35.7
Univ. South Carolina-Coastal		IIB	2	3	2	3	38.6	31.9	28.3	21.8	30.2	3	3	2	3	45.6	37.9	33.8	26.3	36.0
Univ. South Carolina-Lncster		III		4	4		----	31.0	26.3	----	29.1		4	4		----	36.9	31.5	----	34.7
Univ. South Carolina-Slktche		III			4		----	----	26.0	----	27.5			4		----	----	31.1	----	32.8
Univ. South Carolina-Sprtbrg		IIB	3	2	2	2	37.9	32.5	27.0	23.7	31.1	3	3	3	2	44.8	38.6	32.3	28.5	37.0
Univ. South Carolina-Sumter		III		4	3		----	31.1	28.1	----	30.6		4	4		----	36.9	33.6	----	36.5
Univ. South Carolina-Union		III					----	----	----	----	25.9					----	----	----	----	30.9
Winthrop College		IIA	3	3	4	4	42.7	35.1	29.0	21.6	33.4	3	3	4	4	51.1	42.2	35.1	26.4	40.3
Wofford College		IIB	2	2	2		40.1	32.3	27.9	----	33.5	2	2	2		50.3	39.2	34.6	----	41.3
SOUTH DAKOTA																				
Augustana College		IIB	4	3	3	3	33.5	29.3	25.0	22.0	28.4	3	3	3	2	43.3	38.2	31.7	28.3	36.5
Black Hills State College		IIB	3	3	3	4	34.5	30.1	25.7	20.7	29.1	4	4	4	4	40.0	34.9	29.9	24.3	33.8
Dakota State College		IIB	3	3	3	3	36.4	30.7	25.8	21.6	27.8	3	3	3	3	41.9	35.6	30.1	25.3	32.3
Mount Marty College		IIB	5	5	5	5	28.5	22.7	21.5	19.1	22.5	5	5	5	5	30.5	30.7	24.0	21.4	26.4
National College	95	IIB									19.7									21.8
Northern State College		IIA	5	5	5	5	36.7	29.1	24.9	20.7	27.9	5	5	5	5	42.4	33.8	29.1	24.3	32.4
South Dakota State Univ.		IIA	5	5	5	4	35.9	30.1	26.0	22.0	29.7	5	5	5	4	41.4	34.9	30.2	25.7	34.4
University of South Dakota		I	5	5	5	5	40.2	30.0	27.2	19.0	31.4	5	5	5	5	46.3	34.9	31.7	22.4	36.4
TENNESSEE																				
Austin Peay State University	31	IIA	4	5	5	5	39.3	30.3	25.5	20.2	31.2	4	5	4	5	48.2	37.6	32.2	25.6	38.7
Bethel College		IIB	5	5	5		24.9	22.4	21.4	----	22.7	5	5	5		30.2	27.1	26.1	----	27.5
Bryan College		IIB	5	5	5		24.5	22.7	19.1	----	21.4	5	5	5		29.8	26.5	22.8	----	25.5
Carson-Newman College	6	IIB	4	4	4		32.3	26.8	24.2	----	27.0	4	4	4		38.6	31.6	28.5	----	31.9
Christian Brothers College	1	IIB	3	3	3		37.9	29.4	26.4	----	30.3	3	4	3		43.6	34.5	30.8	----	35.3
Cleveland State Comm. Coll.		III	4	4	4		33.6	28.6	25.0	----	28.6	4	4	4		41.1	34.9	30.8	----	35.0
Crichton College	54	IIB			4		----	----	23.3	----	24.6			4		----	----	27.0	----	28.8
David Lipscomb College		IIB	3	3	3	3	37.0	30.4	26.3	22.3	30.2	3	3	3	3	44.5	37.3	32.0	26.7	36.6
Dyersburg State Comm. Coll.		III	5	4	5	4	31.8	28.3	24.3	22.0	26.6	4	4	4	4	40.8	36.5	31.4	28.6	34.3
East Tennessee State Univ.		IIA	3	3	3	3	42.0	36.7	29.7	23.9	34.1	3	3	3	3	50.9	44.7	36.5	29.7	41.7
Free Will Baptist Bible Coll		IIB									21.0									25.9
Freed-Hardeman College		IIB	4	4	3	5	33.3	28.1	25.1	18.7	26.5	4	4	4	5	39.9	33.4	29.3	22.2	31.3
Hiwassee College		III	5	5	5		20.2	19.4	18.8	----	19.2	5	5	5		24.4	22.9	22.1	----	22.8
Jackson State Comm. College		III	4	4	4	4	33.0	29.2	25.1	21.7	27.3	5	5	4	5	38.7	33.6	31.3	25.8	32.1
King College, Inc.		IIB	5	5			29.0	23.1	----	----	24.8	5	5			35.8	27.5	----	----	30.1
Knoxville College		IIB	5		5	5	26.8	----	19.7	17.0	19.6	5		5	5	31.1	----	22.5	18.9	22.2
Lambuth College		IIB	5	5	5		26.6	25.2	21.8		24.3	5	4	4		34.4	33.2	27.6		31.3
Lane College		IIB	5	5	5	5	25.0	22.3	19.6	17.3	20.8	5	5	5	5	27.1	24.4	21.8	18.7	22.8
Maryville College		IIB	5	5	5	5	27.6	24.5	21.2	19.2	23.0	5	5	5	4	32.9	29.1	26.0	22.4	27.6
Middle Tenn. State Univ.		IIA	2	2	3	3	46.8	37.2	30.0	23.3	36.9	2	2	3	3	56.6	45.7	37.1	29.2	45.2
Milligan College		IIB	5	4	4		30.2	26.0	23.6		26.7	5	5	4		35.6	30.7	27.1		31.3
Nashville State Tech. Inst.	3	III	4	4	2	4	36.4	30.7	29.9	22.9	28.9	4	4	2	4	43.6	37.4	36.5	28.8	35.4
Pellissippi St.Tech.Comm.Col	107	III		4	4	4	----	29.2	25.9	21.9	26.8		4	4	4	----	36.8	32.7	27.5	33.7
Rhodes College		IIB	2	2	2		43.3	34.5	28.0	----	33.9	1	1	2		56.2	45.7	33.7	----	43.0
Roane State Community Coll.		III	4	4	5	5	34.9	28.9	24.5	20.4	26.8	4	4	5	5	42.3	35.2	29.9	25.1	32.7
Shelby State Comm. College		III	5	5	5		31.0	25.0	22.2	----	25.5	4	5	5		41.7	33.8	30.1	----	34.5
Southern College of SDA	129	IIB	5	5	5		22.3	21.3	21.0	----	21.6	5	5	5		27.1	26.2	25.5	----	26.3
State Tech. Inst. at Memphis		III	4	4	4	4	36.5	29.8	25.8	22.8	28.7	4	4	4	4	45.5	37.2	32.0	28.3	35.7
Tennessee State University	78	IIA	3	3	4	4	41.9	34.4	29.1	21.9	33.0	3	3	3	4	52.4	43.3	36.8	28.0	41.6
Tennessee Technological Univ	1	IIA	3	3	3	4	45.0	36.5	30.7	21.7	36.6	3	3	3	4	54.8	44.8	38.0	27.4	44.9
Tomlinson College		III	5				24.2			----	22.3	5				26.1			----	24.1
Tri-Cities State Tech. Inst.		III		4	3	3		28.5	27.8	23.6	25.9		4	3	4		35.3	34.9	29.1	32.1
Tusculum College		IIB	5		5		24.9	----	20.2	----	21.4	5		5		29.5	----	22.9	----	24.9
Union University	141	IIB	4	4	4	3	31.8	27.2	23.8	21.4	25.9	4	4	4	3	38.6	32.9	28.7	25.5	31.2
University of the South		IIB	1	2	2		44.9	32.7	27.6	----	38.2	1	2	1		58.3	43.5	37.5	----	50.1
Univ.of Tennessee-Knoxville	157	I	4	4	4	4	50.7	37.3	32.0	23.3	41.7	3	4	4	4	64.3	46.8	39.0	28.7	52.5
Univ. Tennessee Chattanooga		IIA	3	3	3	1	42.5	35.3	29.3	27.3	36.2	3	3	4	2	54.1	43.8	35.3	33.4	45.2
Univ. of Tennessee- Memphis	21	I	4	4	4	3	47.8	38.6	31.4	26.0	36.9	4	3	4	3	60.7	48.1	38.6	31.3	45.9
Univ.of Tennessee-Martin		IIB	2	2	2	4	39.0	32.0	28.7	20.3	34.7	2	2	1	4	50.9	41.3	35.6	24.7	44.8
Univ.of Tennessee-Inst.Agri.		IIA	2	2	1		47.5	39.4	33.7	----	40.6	2	2	2		61.0	49.6	41.1	----	51.3
Vanderbilt University		I	1	2	2	1*	63.2	41.2	35.5	38.4	47.9	1	2	1	1*	76.9	52.3	45.6	48.7	59.5
Volunteer State Comm.College		III	4	4	4	5	33.0	28.0	26.2	20.7	26.6	4	4	4	4	41.4	34.8	33.2	26.6	33.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
25.	ALL	80.	5.		9.0	8.5	8.2	----	11	23	11	2	3	12	9	2	----	33.4	26.5	----	----	31.0	27.0	----
18.	96.	71.	20.		6.2	8.8	4.3	7.1	43	25	21	16	6	3	14	19	41.1	----	28.3	19.7	36.6	----	26.1	20.8
23.	99.	94.	26.		8.0	8.8	8.3	----	65	37	20	9	6	11	18	4	44.7	34.8	27.9	----	43.3	31.9	27.4	----
19.	97.	82.	10.						27	25	14	1	4	14	25	3	----	33.1	28.6	----	----	34.3	26.9	----
14.	86.	50.			0.0	----	0.0	----	6	3	5	3	1	3	7		----	----	----	----	----	----	----	
17.	83.	80.	18.		4.3	7.3	6.5	----	10	7	8	5	2	3	3	1	----	----	----	----	----	----	----	----
22.	50.		33.	20.					3	1	3	5	3	1	6	5	----	----	----	----	----	----	----	----
19.	ALL	85.	19.						24	11	12	3	3	2	4	3	----	----	----	----	----	----	----	----
18.	97.	84.	14.		6.9	7.5	7.7	11.4	345	269	145	20	28	85	82	42	51.7	37.3	34.4	26.5	45.3	35.0	30.2	21.4
19.	ALL	75.	11.		6.9	6.6	5.7	14.3	12	21	17	4	5	7	21	7	----	31.5	25.8	----	----	31.3	26.9	----
19.		ALL			----	7.6	----	----	4	6	3	1		2	1		----	----	----	----		----	----	
19.	89.	86.	39.		5.8	6.5	7.7	----	18	35	16	9	1	8	25	9	----	32.2	28.9	23.4	----	30.4	27.9	20.2
19.		85.	11.		----	6.8	8.4	----	1	9	4			4	5	1	----	----	----			----	----	----
19.			17.		----	----	----	----	3	2	3	1		1	3	1	----	----	----	----		----	----	----
19.	94.	80.	9.		7.0	10.2	6.7	8.0	25	22	7	7	7	18	16	13	38.5	33.1	29.2	25.0	35.8	31.7	26.0	23.1
19.		91.	13.		----	6.8	6.9	----	5	15	6	2		7	2	1	----	31.2	----	----		30.7	----	----
20.					----	----	----	----	1	4	2	2			1	3	----	----	----	----			----	----
20.	90.	74.	17.						57	51	46	5	12	19	36	28	43.5	35.8	28.6	----	39.1	33.2	29.4	----
23.	90.	96.			5.2	6.0	6.5	6.4	19	21	9	2	2	2	1	3	----	----	----	----	----	----	----	----
29.	97.	ALL	20.		6.5	7.6	6.5	7.2	35	19	27	6	3	4	18	4	----	----	25.2	----	----	----	24.6	----
16.	ALL	81.	39.		5.0	6.7	4.1	3.8	23	15	17	2	5	1	11	7	----	----	26.4	----	----	----	24.5	----
16.	91.	ALL	53.						11	7	6	8		2	11	6	----	----	27.1	22.2		----	25.1	20.9
17.	ALL	50.	19.		4.6	5.0	5.6	----	3	8	4	3	4	4	12	5	----	----	----	----	----	----	----	----
11.																								
16.	ALL	76.	35.	5.	14.0	11.4	10.2	8.7	24	23	32	13	1	2	8	6	----	----	24.8	21.0	----	----	25.5	20.1
16.	99.	73.	10.	3.	3.0	3.7	2.9	7.7	88	50	55	24	11	21	39	13	36.1	30.4	26.5	22.7	34.4	29.5	25.3	20.6
16.	94.	79.	8.	3.	4.1	4.9	4.7	3.3	88	56	42	8	7	19	24	29	40.4	30.5	28.4	19.6	37.7	28.6	25.2	18.9
24.	97.	75.	15.		6.9	7.8	8.7	7.7	61	35	37	3	9	13	29	10	39.7	30.9	26.2	----	35.9	28.8	24.6	----
21.	ALL	73.			4.0	3.8	----	----	5	8	5	1	1	3	1		----	----	----	----	----	----	----	
19.	86.	50.	36.		0.0	0.3	0.2	----	6	7	8		1	1	3	1	----	----	----		----	----	----	----
18.	97.	83.	37.		5.2	5.5	6.3	----	28	21	22	3	3	14	16	2	----	27.3	25.3	----	----	25.9	22.8	----
16.	91.	49.	4.						22	30	18	3	1	9	10	1	----	30.2	26.6	----	----	26.5	26.1	----
22.	ALL	ALL	ALL		7.7	4.9	6.0		8	23	3	1	3	12	8	2	----	29.3	----	----	----	27.5	----	----
17.					----	----	----	----	2	2	3	2		1	4	2	----	----	----	----		----	----	----
21.	84.	50.	12.		7.4	7.7	8.4	6.5	36	19	23	10	1	5	2	10	----	----	----	22.4	----	----	----	22.2
29.	50.	75.	22.						5	6	3	2	3	6	6	7	----	28.7	----	----	----	27.9	----	----
22.	92.	78.	41.	37.	5.1	6.6	7.1	7.5	103	96	65	33	16	20	60	34	42.3	36.7	30.7	24.4	40.4	36.4	28.7	23.4
23.																								
18.	ALL	81.	50.		2.5	3.1	5.4	12.5	11	17	18	5		4	6	5	----	----	25.4	----		----	24.3	----
18.	ALL	83.	43.		4.0	4.1	3.6	----	7	2	2	2	3	4	5	2	----	----	----	----	----	----	----	----
17.	ALL	83.	67.		5.8	6.2	7.1	8.6	5	26	6	8	1	15	6	7	----	29.9	26.0	22.4	----	27.9	24.3	20.9
21.					3.1	7.1	----		11	11	2			2	3	1	----	----	----			----	----	----
13.	83.		20.		9.4	----	6.3	9.8	5	1	7	14	1	1	8	9	----	----	20.5	17.3	----	----	19.0	16.4
29.	92.	88.	47.		5.3	5.3	5.3		12	7	6		1	1	9		----	----	23.9		----	----	20.5	
9.	50.	73.	43.	11.	5.9	6.3	----	----	6	10	5	6		1	2	3	----	----	----	----		----	----	----
20.	ALL	73.	17.		9.9	9.4	5.1	4.9	8	7	5	2	1	4	7	7	----	----	----	----	----	----	----	----
22.	96.	79.	42.	3.	7.7	7.4	8.0	7.8	161	72	64	30	17	28	61	38	47.1	37.9	31.3	23.8	44.0	35.4	28.6	22.9
17.	87.	76.	31.						14	8	7		1	9	6		----	27.1	24.4		----	25.0	22.7	
22.	ALL	90.	24.						8	20	15	13	1	10	10	11	----	30.5	31.3	23.4	----	31.1	27.9	22.3
26.		87.	54.		----	4.5	6.5	----	4	12	11	9	1	11	17	7	----	30.0	28.9	21.8	----	28.4	24.0	21.9
27.	ALL	77.			2.9	4.5	7.7	----	28	25	23			5	20	3	----	----	27.6			----	28.5	----
22.									10	18	9	7	3	13	14	12	----	29.3	25.8	20.9	----	28.4	23.6	20.1
35.	ALL	ALL	29.						13	29	5	2	6	41	9	3	31.2	25.1	----	----	30.5	25.0	----	----
22.									24	12	11		1	17	8	2	----	21.0	20.5		----	21.4	21.6	----
24.	ALL	89.	20.		4.6	4.3	5.3	5.9	17	32	26	14	11	15	9	15	36.9	30.3	26.2	22.8	35.9	28.9	24.5	22.8
26.	95.	81.	55.	17.					78	58	31	23	22	30	45	41	41.7	35.1	29.9	22.2	42.3	33.2	28.5	21.7
23.	95.	82.	43.	12.	5.9	7.4	6.0	5.7	128	70	77	8	11	8	36	26	45.6	36.3	31.5	21.1	38.7	38.8	28.9	21.8
8.	86.								5			2	2			2	----			----	----			----
24.		ALL	43.			6.8	4.4	5.1		4	9	12		4	5	9		----	----	24.4		----	----	22.5
16.	71.		9.		4.3	----	6.9	----	6	2	8	1	1	2	3	2	----	----	----	----	----	----	----	----
21.	75.	44.	10.	67.	8.9	8.0	8.3	8.4	18	12	14	6	2	6	17	12	----	26.7	23.8	22.1	----	28.1	23.8	21.0
31.	96.	89.	11.		6.0	6.1	5.8	----	50	19	14	3	2		5	1	----	----	----	----	----		----	----
26.	94.	76.	17.	5.	5.9	6.7	7.2	5.3	491	274	115	31	43	82	85	31	51.3	37.9	33.4	22.9	44.3	35.2	30.1	23.7
25.	94.	77.	17.		5.4	5.0	7.2	6.7	90	57	33	6	6	27	25	7	42.8	36.9	30.2	33.4	38.5	31.8	28.1	22.2
24.	93.	52.	15.		3.5	4.3	6.8	8.8	26	34	16		3	18	30	14	----	40.3	33.1		----	35.4	30.6	----
29.	97.	88.	25.		4.1	6.2	5.6	----	96	42	20	3	15	15	12	6	39.1	32.4	30.8	----	37.7	30.9	25.3	----
26.	95.	89.	6.		4.6	5.4	6.0	----	76	61	39	5	3	3	12		----	----	34.0	----	----	----	32.4	
24.	98.	90.	1.		6.3	7.3	8.7	----	234	127	113	4	17	36	45	3	63.9	41.8	37.4	----	54.3	39.1	30.8	----
26.	ALL	ALL	70.	5.	5.5	6.0	6.0	6.5	7	22	5	10	3	19	5	10	----	28.0	----	21.7	----	28.0	----	19.6

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
TEXAS																				
Abilene Christian University		IIA	5	5	5	5	34.5	29.8	26.4	20.0	30.0	5	5	5	5	39.6	34.4	31.0	23.8	34.8
American Technological Univ.		IIA					----	----	----		26.3					----	----	----		30.6
Angelo State University	31	IIB	2	1	1	2	41.2	35.6	30.7	22.6	33.6	2	2	1	2	50.0	43.6	37.9	28.5	41.3
Austin College		IIB	2	2	2		42.5	32.2	27.7	----	35.0	2	2	2		51.3	39.6	33.2	----	42.5
Baylor University	4	I	4	4	3		49.7	38.9	33.0	----	37.7	4	3	3		62.6	49.3	41.0	----	47.1
Brazosport College		III	1	3	4		43.9	31.9	26.5	----	34.3	3	4	5		48.8	36.0	30.3	----	38.5
Corpus Christi State Univ.	30	IIB	2	2	2	1	40.2	32.4	27.1	25.2	33.4	2	2	2	1	48.4	39.5	33.3	31.2	40.6
Del Mar College	1	III	3	3	2	2	39.7	33.7	29.7	25.3	32.5	3	3	3	3	47.8	40.9	36.2	31.0	39.4
East Texas Baptist Univ.		IIB	5	4	4		28.5	26.3	23.1	----	26.2	5	5	4		34.3	30.4	28.1	----	31.4
East Texas State University	30	I	5	5	5	3	40.1	32.1	28.3	25.0	35.3	5	5	5	3	49.4	40.0	35.6	31.8	43.7
East Texas State U-Texarkana	30	IIB	2	1			41.1	35.8	----	----	36.8	2	1			49.6	44.6	----	----	45.0
Episcopal Theol. Sem. of SW		IIB	4				31.2				31.2	1				61.2				61.2
Hardin-Simmons University		IIA	5	5	4	2	36.4	29.5	26.8	24.9	32.0	5	5	5	3	42.6	35.0	31.7	29.4	37.7
Incarnate Word College		IIB	4	3	4		33.1	29.8	22.5	----	26.4	4	4	5		38.4	34.5	26.1	----	30.6
Jarvis Christian College		IIB	5	5	5	5	30.0	24.1	20.1	17.0	21.7	5	5	5	5	33.1	26.5	22.3	18.9	24.1
Lamar University	30	IIA	3	3	3	2	42.8	34.3	29.7	24.9	32.8	3	4	3	3	51.6	41.8	36.5	30.9	40.0
Laredo State University	31	IIB	2	2	1		40.2	34.3	31.1	----	33.8	2	2	1		48.6	41.6	38.1	----	41.1
Lubbock Christian College		IIB	5	5			25.7	21.8	----	----	23.0	5	5			29.2	25.6	----	----	26.7
North Texas State University	30	I	5	4	4	4	45.5	36.9	31.5	23.8	36.3	5	4	4	4	54.2	44.6	38.1	29.6	43.9
Odessa College		III	1	3	2	1	44.0	32.3	30.5	27.1	34.1	2	4	3	2	50.3	37.5	35.3	31.5	39.3
Our Lady of the Lake Univ.		IIA	5	5	5	5	34.7	29.5	25.9	20.3	28.1	5	5	5	5	41.4	35.4	30.9	24.3	33.5
Pan American University	30	IIA	3	3	3	4	44.0	35.9	29.2	22.8	32.9	3	3	3	3	53.4	44.1	36.2	28.8	40.5
Prairie View A&M University	30	IIA	4	3	3	2	39.7	34.0	30.8	24.9	31.5	4	3	2	2	48.7	43.0	40.0	34.2	40.6
Rice University		I	1	2	2	3	62.5	43.8	35.1	25.9	51.3	2	2	3	4	74.1	51.9	40.8	29.9	60.6
St. Edward's University	1	IIB	3	3	3		38.3	30.9	26.0		29.9	3	3	3		43.8	36.2	30.2		34.8
St. Mary's University		IIA	2	3	2	4	47.0	36.0	31.7	22.5	37.8	3	4	3	5	54.3	41.6	37.4	24.8	43.8
St. Philip's College		III	3	3	2	1	38.9	32.6	30.2	27.6	30.6	3	3	2	1	47.3	39.9	36.5	33.7	37.2
Sam Houston State University	30	IIA	3	3	3	2	42.1	36.0	30.6	26.8	36.8	3	3	3	2	50.7	43.6	37.4	33.0	44.5
San Antonio College		III	3	2	2	2	38.7	34.4	30.5	26.7	34.9	3	3	2	2	46.6	41.8	36.8	32.5	42.2
Schreiner College		IIB	4		4	4	32.7	----	23.2	20.1	25.8	4		4	4	38.5	----	27.6	24.0	30.6
Southern Methodist Univ.		I	2	4	3		56.8	38.8	33.0		42.2	2	3	3		72.7	49.8	40.9		53.7
Southwest Texas State Univ.	30	IIA	3	3	4	4	42.0	35.1	28.3	22.8	32.1	3	3	4	3	51.1	43.2	35.3	28.9	39.7
Southwestern Assemb.God Coll		IIB	5		5		26.4	----	20.6	----	22.7	5		5		31.9	----	25.8	----	27.9
Southwestern University		IIB	1	1	1		50.4	38.4	31.0	----	39.0	1	1	1		62.4	46.9	37.5	----	47.7
Stephen F.Austin State Univ.	31	IIA	3	3	4	3	42.1	34.5	28.9	23.8	32.6	3	3	3	3	51.0	42.3	35.9	30.0	40.1
Sul Ross State Univbersity	132	IIB	3	3	4		34.9	29.1	23.9	----	27.6	3	3	3		43.5	36.8	30.7	----	35.0
Tarleton State University	31	IIA	4	4	4	4	39.3	33.4	28.0	21.5	29.8	4	4	4	4	47.3	40.4	34.1	26.6	36.2
Tarrant County Junior Coll.		III	4	3	3	2	34.3	33.0	28.5	26.8	30.7	5	4	4	3	39.6	38.1	33.2	31.3	35.6
Texas A & M University-Main	31	I	3	2	3	4	55.8	41.3	33.7	24.5	42.7	3	3	3	3	66.5	50.3	41.5	31.0	51.8
Texas A&M Univ.at Galveston	31	IIB	1	2	5		44.7	32.3	21.5		29.9	1	2	5		54.2	40.0	26.9		37.0
Texas Christian University		I	3	3	3		52.9	39.4	32.9	----	40.3	3	3	4		64.0	48.8	39.9	----	49.1
Texas Lutheran College		IIB	3	3	3		36.5	31.3	26.2	----	30.6	3	2	2		45.7	39.8	33.8	----	38.8
Texas Southern University	30	I	4	5	5	4	47.9	34.5	27.0	23.6	34.4	5	5	5	3	55.8	41.6	33.1	30.4	41.3
Texas Tech University	31	I	4	4	4	5	49.6	36.1	31.4	20.2	39.4	4	4	4	5	59.2	43.9	38.4	25.4	47.6
Texas Wesleyan University		IIB	4	4	2		31.8	28.3	27.9	----	29.1	4	4	2		38.6	34.1	33.6	----	35.2
Texas Woman's University	30	I	5	5	5	4	42.6	33.5	28.2	24.5	32.7	5	5	5	3	51.3	40.9	34.8	30.5	39.9
Trinity University		IIA	1	2	3		53.2	37.6	29.9	----	41.5	1	2	3		65.4	47.3	37.0	----	51.3
University of Dallas		IIA	5	4	3		35.5	33.6	30.3	----	31.9	5	4	3		41.6	39.4	36.5	----	37.6
Univ. of Houston-Univ. Park	31	I	2	3	3	4	56.4	40.3	33.4	24.0	44.0	3	4	4	4	65.8	48.0	40.0	29.1	52.0
Univ. of Houston-Clear Lake	30	IIA	2	2	1		46.4	38.9	34.1	----	39.0	2	2	1		56.3	47.8	42.2	----	47.8
Univ. of Houston-Downtown	31	IIB	1	1	1		45.9	35.8	30.1		31.6	1	1	1		55.5	43.9	37.2		39.0
Univ. of Houston-Victoria	30	IIB		1	1*		----	39.3	32.3	----	33.7		1	1*		----	47.4	40.5	----	41.6
University of St. Thomas		IIA	5	5	5		29.3	28.0	23.2	----	27.2	5	5	5		34.8	32.9	27.1	----	32.0
Univ. of Texas at Austin	30	I	1	3	2	2	61.9	40.8	35.9	27.3	49.2	2	3	2	2	73.2	49.9	44.1	34.2	59.1
Univ. of Texas at Arlington	30	I	4	4	4		50.1	37.2	32.5	----	38.1	4	4	4		60.3	45.7	40.2	----	46.6
Univ. of Texas at Dallas	30	I	3	3	1		54.4	39.5	36.4	----	44.8	3	4	2		64.7	48.0	44.1	----	53.8
Univ. of Texas -Permian Bsn.	25	IIA	4	4	4		40.0	33.0	28.9	----	34.3	4	4	3		48.8	40.6	35.9	----	42.2
Univ. of Texas -San Antonio	31	IIA	3	3	2		44.9	36.5	32.1	----	36.8	3	3	2		54.6	44.9	39.8	----	45.2
Univ. of Texas at Tyler	31	IIB	1	1	1	1	45.4	35.9	30.6	24.9	34.1	1	1	1	1	55.3	44.2	37.9	31.3	42.2
West Texas State University	30	IIA	4	4	4	4	39.4	32.2	27.0	22.6	31.0	4	4	4	3	47.9	39.5	33.5	28.4	38.2
Western Texas College		III	5	5	4	4	31.5	26.5	25.7	22.8	25.4	5	5	5	5	34.1	29.0	28.2	25.2	27.8
UTAH																				
Salt Lake Community College	123	III	5	5	5	4	30.1	26.7	23.7	23.0	25.6	4	4	4	2	40.2	36.0	32.2	31.4	34.6
Snow College	9	III	4	4	4	4	33.3	28.2	25.6	21.8	26.3	4	4	3	4	43.4	37.4	34.5	28.2	34.6
Southern Utah State College		IIB	3	4	4	3	34.6	27.7	23.8	21.6	27.8	5	5	5	5	34.6	27.7	23.8	21.6	27.8
University of Utah		I	4	5	4	3	47.9	34.3	31.0	26.3	39.4	4	4	3	2	61.3	44.7	40.7	34.9	50.9
Utah State University		I	5	5	5	4	41.5	33.0	27.3	23.6	33.2	5	5	5	3	53.9	43.3	35.8	30.8	43.4
Weber State College		IIA	5	5	5	5	35.4	29.0	26.1	20.1	29.0	4	4	4	4	46.2	38.3	34.6	27.0	38.2
Westminster Coll. Slt.Lke.Cy	1	IIB	5	4	4		29.8	26.6	24.7		26.6	4	4	3		37.7	31.9	30.0		32.6
VERMONT																				
Bennington College	40	IIB									30.9									38.6

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.	84.	69.	21.	5.	4.1	3.5	4.5	5.3	76	25	38	11	6	7	9	8	34.6	30.9	27.1	20.1	32.4	26.0	23.4	19.8
16.					----	2.4		----	2	5	3		1				----	----	----		----			
23.	97.	75.	39.		4.8	4.6	5.9	5.2	58	22	16	14	6	2	25	24	41.4	----	31.2	23.1	39.7	----	30.5	22.3
21.	ALL	ALL			9.0	8.9	8.3	----	31	20	16	2	2	6	6		----	32.4	28.3	----	----	31.5	25.9	
25.	91.	85.	22.		4.7	5.3	5.4	----	154	109	57	3	16	34	38	1	50.3	39.9	34.8	----	43.4	36.0	30.3	----
12.					4.5	4.9	5.3	----	13	9	4	3	2		4	2	----	----	----	----	----		----	----
21.	97.	90.	24.						30	27	10	4	7	12	11	6	40.5	33.1	26.6	----	39.1	30.9	27.5	----
21.	ALL	99.	ALL	4.	1.7	3.4	4.3	6.0	36	44	30	23	22	28	29	24	39.8	33.6	30.0	25.5	39.5	33.8	29.4	25.2
20.	72.				2.9	----	3.4	3.5	12	6	7	3	6		1	2	28.8	----	----	----	27.9		----	----
24.	98.	74.	59.	31.					104	39	16	8	10	23	13	5	40.5	32.9	28.5	----	36.5	30.7	28.1	----
22.	ALL	86.							14	5	1		2	2	3	1	----	----	----		----	----	----	----
96.	ALL				3.1				8								----							
18.	98.	58.	52.						37	7	14	3	5	5	7	3	----	----	27.5	----	----	----	25.3	----
16.	ALL	53.	24.						10	8	15	1	7	11	22	3	34.1	30.3	25.2	----	31.7	29.4	20.6	----
11.	14.				----	3.1	2.3	1.2	5	9	7	10	2	2	2	3	----	----	----	----	----	----	----	----
22.	95.	81.	56.	55.					79	60	48	32	8	19	37	26	42.8	34.7	30.2	25.7	42.4	33.1	29.0	23.9
22.	ALL	73.			9.5	8.7	9.0		7	8	4	2		3	3	1	----	----	----	----		----	----	----
16.	ALL	79.							14	12	4		6	7	1	2	25.4	21.7	----		26.2	22.0	----	----
21.	97.	85.	21.	ALL					209	177	117	6	20	43	63	1	45.5	37.3	32.4	----	45.5	35.2	29.8	----
15.	63.	18.	8.		4.0	4.0	4.0	4.0	27	24	9	9	8	14	15	19	45.3	32.2	30.3	27.3	39.5	32.4	30.6	27.0
20.	84.	53.	12.		3.8	6.9	7.0	9.7	11	9	7	1	8	10	10	13	35.5	29.0	27.6	----	33.6	30.0	24.7	----
23.									53	71	54	29	7	12	41	28	44.0	36.2	30.1	22.9	43.5	34.5	27.9	22.7
29.	87.	70.	27.						24	45	46	38	6	24	25	15	40.6	35.3	31.1	24.7	36.1	31.6	30.2	25.5
18.	ALL	82.			8.0	8.5	9.9	3.2	194	57	71	5	16	20	11	4	62.8	45.1	35.2	----	58.7	40.2	34.5	----
16.	69.	23.							13	25	19			10	17		----	31.0	26.3			30.6	25.7	
16.	83.	23.			6.0	7.5	6.0	----	36	44	20	4	10	8	11	5	50.1	35.4	31.3	----	35.8	39.4	32.4	----
22.	ALL	ALL	75.	59.					3	19	34	36	7	19	21	8	----	33.5	30.7	28.0	----	31.8	29.4	25.8
21.	99.	96.	38.	67.	11.3	11.5	14.9	13.5	125	52	45	5	24	15	18	4	42.3	36.1	30.7	----	41.2	35.3	30.2	----
21.	ALL	ALL	77.	35.					108	76	42	20	63	40	28	14	38.8	34.8	30.7	27.3	38.5	33.5	30.2	25.8
19.	70.				3.3	----	3.0	4.0	9	3	9	3	1	1	5	4	----	----	----	----	----	----	----	----
27.	97.	91.	7.						156	100	104		11	21	43		57.2	39.3	34.0		51.1	36.2	30.5	
24.	95.	94.	22.	8.					146	95	107	32	23	38	62	21	42.1	35.6	28.5	22.8	40.9	33.8	28.0	22.9
23.	50.		43.		----	----	----	----	4	1	5	2	2	1	2		----	----	----	----	----	----	----	
22.	96.	73.			6.4	6.8	9.9	----	19	17	18		4	5	6	4	----	----	31.2		----	----	30.3	----
23.	97.	89.	46.	8.	7.4	8.0	7.5	6.3	106	75	69	14	9	17	26	23	42.1	34.5	29.1	25.9	42.6	34.4	28.4	22.6
27.	91.	78.	23.		1.7	2.3	2.7	----	22	22	14	1	1	1	8	1	----	----	23.7	----	----	----	24.3	----
22.	ALL	84.	38.	5.	9.4	6.5	6.4	5.6	25	36	29	13	2	9	11	25	----	33.9	28.6	21.2	----	31.2	26.2	21.6
16.									48	90	56	47	18	65	69	33	35.7	33.9	27.9	27.2	30.6	31.7	29.1	26.1
21.	97.	87.	3.		7.7	7.9	7.5	9.2	552	389	293	5	14	49	95	1	55.9	41.9	34.5	----	49.2	36.7	31.1	----
24.	ALL	94.			7.2	8.1	6.0		11	16	6				2		----	----	----				----	
22.	94.	95.	23.		4.9	8.7	6.8	----	78	78	52	2	11	34	50	1	53.5	40.7	33.4	----	49.0	36.5	32.3	----
27.	96.	85.	35.		6.5	5.3	3.0	----	20	8	19	1	3	5	7	2	----	----	27.2	----	----	----	23.6	----
20.	99.	83.	54.	19.	11.5	9.5	9.9	8.8	54	61	44	17	14	26	38	14	50.5	35.3	26.8	24.1	38.1	32.6	27.3	23.0
21.	98.	89.	10.		8.0	6.7	6.6	5.2	273	187	140	3	17	52	51	4	49.8	36.6	32.3	----	45.8	34.2	29.1	----
21.	ALL	65.	26.		4.5	5.2	5.7	----	21	17	11	3	4	9	8	2	----	29.1	27.7	----	----	26.6	28.3	----
22.	96.	69.	36.	24.					40	47	14	2	39	71	63	23	43.2	34.8	27.8	----	41.9	32.6	28.3	----
24.	ALL	ALL	9.		3.8	4.1	5.3		82	45	41	1	10	11	27	4	54.3	38.1	30.7	----	43.8	35.7	28.7	----
18.	ALL	95.	16.		5.2	8.8	5.9	----	12	35	17	2	2	6	2	1	----	33.7	----	----	----	32.7	----	----
18.	79.	78.	5.	14.					303	241	141	9	22	53	67	13	56.7	41.1	34.6	25.6	53.1	36.8	30.8	23.0
23.	ALL	94.			9.0	8.1	7.2	----	40	53	25	1	5	24	18	3	----	39.5	36.1	----	----	37.7	31.3	----
23.	ALL	84.	29.		7.3	6.8	7.8		12	30	32		1	14	17		----	36.5	31.0		----	34.3	28.3	
23.		57.	8.		----	10.2	7.1	----	3	4	9			3	3	3	----	----	----			----	----	----
18.	97.	56.	6.		5.0	5.0	2.4	----	21	20	7	2	14	5	10	1	29.7	----	23.7	----	28.7	----	22.8	----
20.	ALL	ALL			7.3	8.3	9.0	9.1	833	366	273	19	69	126	147	9	62.6	41.6	37.9	27.6	53.2	38.5	32.1	26.6
22.	99.	98.	18.		4.8	5.2	5.8	----	160	189	102		10	43	40	1	50.5	37.5	33.1		43.6	35.8	30.7	----
20.	ALL	98.			6.3	5.9	6.3		77	46	42		2	12	10	1	----	39.9	36.7		----	37.9	35.1	----
23.									31	19	8	5					----	----	----	----				
23.	ALL	94.			13.1	13.2	-8.1	----	52	84	66	4	9	23	21	1	45.1	36.8	32.4	----	43.3	35.7	31.4	----
24.	93.	78.	9.						23	32	18	14	5	8	17	14	----	36.2	32.0	26.4	----	35.1	29.0	23.4
23.	93.	83.	61.	5.	3.6	3.9	4.9	4.9	52	40	26	13	2	7	20	25	----	32.4	27.2	24.2	----	30.5	26.7	21.7
10.									7	5	9	9	1	4	2	6	----	----	----	23.3	----	----	----	22.1
35.	95.	66.	32.	20.	0.0	0.4	0.9	0.1	28	25	25	40	9	22	13	15	30.6	27.2	24.4	23.3	28.4	26.2	22.5	22.3
32.	ALL	ALL	36.	10.					11	11	11	16		4	3	5	----	----	----	----		----	----	----
0.	ALL	75.	7.						27	33	26	8	1	11	4	2	----	28.5	----	----	----	25.4	----	----
29.	99.	85.	5.		3.5	4.2	4.3	0.9	344	176	117	15	30	65	70	14	48.5	34.8	32.6	28.4	41.2	32.9	28.4	24.1
31.	99.	80.	14.		1.2	1.2	1.5	1.5	158	151	83	14	5	17	48	9	----	33.4	27.9	25.7	----	29.4	26.4	20.4
32.	99.	66.	18.	2.					113	83	63	17	12	20	48	32	35.6	29.6	27.0	20.8	33.0	26.9	25.0	19.8
23.					5.3	5.1	5.6		10	9	14		2	3	7		----	----	25.7		----	----	22.8	
25.																								

APPENDIX I

	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
VERMONT - (CONT'D)																				
Castleton State College		IIB	3	3	3	2	35.6	30.5	25.6	22.6	28.6	3	2	3	2	45.5	39.2	32.7	29.0	36.7
College of St. Joseph		IIB			5			----	21.5	----	21.1			5			----	25.8	----	25.6
Green Mountain College		IIB	4		4		32.0	----	23.6	----	25.4	4		4		39.8	----	29.3	----	31.5
Lyndon State College		IIB	3	3	3		35.3	30.6	25.5	----	30.1	3	2	2		45.5	39.7	33.2	----	39.0
Middlebury College		IIB	1*	1*	1*	1*	55.7	40.3	33.9	32.7	42.6	1*	1	1*	1*	68.9	50.0	40.4	37.7	51.8
Norwich University	102	IIA	4	4	4	4	38.9	32.6	26.9	22.1	32.4	4	4	5	4	48.0	39.7	32.1	28.0	39.6
Saint Michael's College		IIB	2	2	3		41.3	33.8	25.8	----	32.2	2	1	3		53.1	45.6	32.7	----	42.0
Southern Vermont College		IIB									18.7									21.3
University of Vermont		I	3	4	3		52.7	38.8	33.4	----	40.2	3	3	3		66.1	50.0	42.5	----	51.1
Vermont Technical College		III	5	5	4		29.7	25.2	26.4		26.9	5	5	4		35.4	30.0	31.4		32.0
VIRGINIA																				
Averett College		IIB	4	4	3		30.7	26.7	25.1	----	26.8	5	5	4		35.8	31.1	28.6	----	31.1
Blue Ridge Community College		III		2	2	1*	----	35.5	29.9	38.7	34.5		2	2	1*	----	44.5	37.7	48.4	43.3
Bridgewater College		IIB	3	3	3		35.2	29.2	24.8	----	28.7	3	4	3		42.3	34.7	30.0	----	34.3
Central Virginia Comm. Coll.		III	2	2	2		40.2	36.4	30.7	----	33.8	3	2	2		49.9	45.3	38.4	----	42.2
Christendom College		IIB						----	----		28.6						----	----		33.0
College of William and Mary		I	3	1	2	1	55.5	45.3	35.2	28.8	47.2	3	1	2	2	67.6	55.8	43.8	36.0	57.9
Christopher Newport College		IIB	2	1	1*	1	42.6	37.4	33.1	26.8	37.0	2	1	1*	1	53.4	46.8	41.6	33.6	46.4
CWM-Richard Bland College		III	3	3			38.8	31.9	----	----	33.2	3	3			48.9	39.9	----	----	41.6
Dabney S.Lancaster Comm.Coll		III		1	1	2	----	37.1	30.8	25.1	32.5		2	2	3	----	45.3	37.5	30.5	39.7
Danville Community College		III	3	2	2		37.1	34.7	29.1	----	32.4	3	2	2		46.2	43.2	36.5	----	40.5
Eastern Mennonite Coll.&Sem.		IIB	5	5	5	5	27.3	24.2	20.8	16.1	22.7	5	5	5	5	34.2	30.3	25.5	19.7	28.2
Eastern Shore Comm. College		III				3	----	----	----	23.5	28.7				3	----	----	----	29.7	36.0
Emory and Henry College		IIB	3	3	3		34.8	29.3	26.9	----	29.7	3	3	3		43.1	35.2	31.6	----	35.6
George Mason University		IIA	1*	1*	1*	1*	63.5	43.9	36.8	30.1	46.6	1*	1*	1*	1	76.2	53.8	45.4	36.9	56.8
Germanna Community College		III		3	3	3	----	34.1	28.9	24.4	30.5		3	3	3	----	42.6	36.2	30.8	38.2
Hampden-Sydney College		IIB	1	1	2		44.2	35.3	27.5		34.5	2	2	3		53.0	42.7	32.4		41.0
Hampton University		IIA	4	5	5	5	40.6	31.0	24.8	19.4	27.5	4	5	5	5	47.4	36.2	29.0	22.9	32.2
Hollins College		IIB	1	1	2		44.3	35.4	27.1	----	35.7	1	1	3		54.7	43.9	32.5	----	43.9
James Madison University		IIA	2	2	1	2	46.2	39.2	33.4	25.6	38.7	2	2	1	2	57.2	48.8	41.8	32.4	48.1
J. Sargeant Reynolds Comm.C.		III	3	2	2	1	38.5	34.7	30.2	27.0	33.8	3	2	2	1	47.8	43.2	37.8	34.0	42.2
John Tyler Community College		III	3	3	2	1	37.3	33.6	29.4	27.1	31.9	3	3	2	1	46.5	42.0	36.8	34.0	39.8
Liberty University		IIA	5	5	5	5	33.1	26.0	22.7	16.3	25.4	5	5	5	5	42.2	34.1	30.3	23.2	33.5
Longwood College		IIB	1	1	3	1*	45.3	36.4	26.5	28.4	34.8	1	1	2	1*	56.6	45.9	33.8	36.2	43.9
Lord Fairfax Community Coll.		III		4	3		----	31.2	28.0	----	29.2		3	3		----	39.0	35.2	----	36.6
Lynchburg College		IIA	4	4	4	5	39.1	32.5	26.8	20.4	32.8	4	4	5	5	48.4	40.8	32.1	24.8	40.6
Mary Baldwin Collehe		IIB	3	4	4		36.0	27.9	24.5	----	27.4	3	4	3		43.9	34.0	30.0	----	33.4
Mary Washington College		IIB	1	1	1		43.6	38.4	30.8	----	37.1	2	1	1		53.4	47.6	38.4	----	45.9
Marymount University		IIB	2	2	2		41.5	33.3	28.4	----	34.3	2	2	2		49.5	39.4	33.7	----	40.8
Mountain Empire Comm.College		III		3	3	2	----	34.2	28.7	26.0	30.5		3	3	2	----	42.6	36.0	32.7	38.2
New River Community College		III	2	2	3	2	40.8	35.9	28.8	25.4	31.2	2	2	2	2	51.3	45.5	36.9	32.7	39.7
Norfolk State University		IIA	2	1	2	2	45.6	40.1	32.9	25.1	37.5	2	2	2	2	56.6	50.0	41.3	31.8	46.9
Northern Virginia Comm.Coll.		III	2	1	1	1	40.4	37.1	31.5	27.5	34.5	2	1	1	1	50.2	46.1	39.4	34.6	43.0
Old Dominion University		IIA	1	1	1	2	54.2	40.3	34.3	25.1	40.8	1	2	1	2	65.8	49.9	42.6	31.6	50.2
Patrick Henry Comm. College		III		3	2	2	----	33.1	29.2	25.6	29.8		3	2	2	----	41.4	36.6	32.2	37.3
Paul D. Camp Comm. College		III		3	3		----	32.6	28.3	----	30.4		3	3		----	40.7	35.5	----	38.1
Piedmont Virginia Comm.Coll.		III	3	3	3	3	37.3	32.5	28.1	23.2	30.2	3	3	3	3	46.4	40.7	35.3	29.4	37.8
Presb.Sch. of Christian Educ		IIA	5				36.0	----			34.3	4				47.6	----			45.2
Va. Theol. Sem. Prot.Episcl.		IIB	4				30.3	----	----		26.8	1				53.8	----	----		46.9
Radford University		IIA	2	2	2	3	45.9	37.5	31.7	24.2	37.1	2	2	2	3	57.6	47.1	39.8	30.3	46.6
Randolph-Macon College		IIB	2	2	2		41.4	33.6	27.0	----	33.4	2	2	2		51.3	42.6	34.4	----	42.0
Randolph-Macon Woman's Coll.		IIB	2	2	3		41.3	32.2	26.5	----	32.5	2	2	3		51.6	39.7	32.6	----	40.2
Rappahannock Community Coll.		III		2	2		----	36.3	29.1	----	31.4		2	2		----	45.2	36.5	----	39.2
Roanoke College		IIB	2	2	2		41.0	33.1	27.7	----	33.3	2	2	2		50.5	41.1	33.2	----	40.8
Shenandoah Coll&Conservatory		IIB	4	4	4		30.5	26.3	22.8	----	25.7	5	5	4		35.9	31.0	27.6	----	30.6
Southside Virginia Comm.Coll		III		4	2	3	----	30.7	29.2	23.8	28.8		4	2	3	----	38.4	36.6	30.1	36.1
Southwest Virginia Comm.Coll		III	3	2	1	1	38.1	36.2	31.3	26.9	31.8	3	2	1	1	47.3	45.0	39.2	33.8	39.7
Sweet Briar College		IIB	2	2	2		42.8	34.2	28.3	----	36.2	2	2	2		53.0	41.4	34.5	----	44.4
Thomas Nelson Comm. College		III	3	2	1	2	40.1	34.5	30.8	25.5	33.3	3	2	2	2	50.0	43.2	38.7	32.5	41.8
Tidewater Community College		III	4	3	3	2	36.2	33.1	28.7	25.0	30.9	4	3	3	2	45.1	41.4	36.1	31.5	38.7
Union Theol Seminary of Va.	PNA	IIA																		
University of Richmond		IIA	1	1*	2		53.6	41.9	33.0		43.4	1	1	2		65.7	51.8	39.5		53.1
University of Virginia		I	1	1	2	3	65.9	44.5	35.5	25.7	50.8	1	1	1	3	79.8	55.9	45.2	32.7	62.6
U. Va.,Clinch Valley Coll.of	4	IIB	2	3	2		40.2	31.4	27.5	----	32.8	2	2	2		49.9	39.3	34.6	----	41.0
Virginia Commonwealth Univ.		I	3	1	2	2	53.8	43.9	36.2	28.2	42.8	3	2	2	2	66.5	54.2	44.8	34.9	52.9
Virginia Highlands Comm.Coll		III		2	3		----	34.4	28.7	----	31.1		2	3		----	42.9	36.0	----	38.9
Virginia Intermont College		IIB		5	5		----	21.7	20.5	----	20.8		5	5		----	26.6	25.1	----	25.4
Virginia Military Institute		IIB	1	1*	1*		46.4	41.1	31.9	----	40.9	1	1*	1*		59.6	52.4	40.5	----	52.3
Virginia Poly.Inst.&St.Univ.		I	2	2	1	3	59.9	42.6	36.5	24.9	46.5	2	2	1	3	72.8	52.7	45.4	31.4	57.2
Virginia State University		IIA	3	3	2	1	41.7	36.0	32.4	27.6	35.4	3	3	2	1	53.1	44.8	40.5	35.0	44.6
Virginia Union University		IIB	4	5	5	4	31.4	24.7	16.9	19.5	21.5	4	4	5	4	39.3	31.3	21.2	24.1	27.0
Virginia Wesleyan College		IIB	2	2	3	1	41.9	33.5	25.6	26.1	33.5	2	2	3	1	50.5	40.3	31.4	32.1	40.6
Virginia Western Comm. Coll.		III	2	2	2	2	40.5	35.3	30.7	26.3	33.6	2	2	2	2	50.2	44.0	38.4	33.1	41.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
28.	94.	78.	16.		5.6	6.7	6.6	9.0	15	17	20	8	3	6	12	4	----	30.6	25.7	----	----	30.2	25.5	----
21.						----	----	----			4	3		1	4	2			----	----		----	----	----
24.					5.0	----	5.9	----	6	3	9			2	6	4	----	----	23.9			----	23.2	----
29.	ALL	95.	11.		5.7	7.0	7.2	----	15	15	8	1	1	4	10		----	----	25.3	----	----	----	25.7	
22.	93.	91.			6.1	8.5	12.1	11.5	56	19	34	13	5	4	24	7	----	----	34.1	32.7	----	----	33.6	32.8
22.	95.	78.	3.	71.	12.5	6.9	5.2	----	35	65	25	5	6	21	13	2	39.3	33.4	27.7	----	36.3	30.1	25.4	----
30.	ALL	ALL	10.		6.5	7.1	8.0	----	22	32	28	2	2	9	13		----	34.0	26.1	----	----	33.3	25.2	
14.																								
27.	ALL	98.	12.		7.3	8.4	9.6	----	161	127	62	2	10	51	35	3	52.9	39.7	35.1	----	49.2	36.3	30.4	----
19.	ALL	88.	29.		6.3	6.3	6.3		14	14	25			2	3		----	----	----			----	----	
16.	92.	72.	8.		9.4	6.1	6.7	----	10	10	9	1	2	8	3	3	----	27.1	----	----	----	26.2	----	----
25.		17.	17.						5	6	7	4		6	5	2	----	36.9	----	----		34.1	----	----
19.	87.	61.	50.		9.0	9.0	7.5	----	15	18	9	4		5	5	1	----	----	----	----		----	----	----
25.	25.	36.	4.						7	17	14	1	1	5	10	3	----	----	31.2	----	----	----	30.0	----
15.										4	5			1				----	----			----		
23.	96.	82.	4.		8.2	9.7	10.4	9.7	165	102	48	7	10	22	33	5	55.8	45.1	36.4	----	50.2	45.8	33.6	----
25.	97.	74.	28.		10.9	11.2	11.2	----	31	27	23	2	6	8	13	6	42.6	37.6	33.5	----	43.0	36.6	32.2	----
25.	ALL	ALL			4.7	6.6	----	----	6	9	1		2	8	1	1	----	31.4	----		----	32.5	----	----
22.		50.	9.						2	7	6	3		3	5	3	----	----	----	----		----	----	----
25.	60.	57.	8.						9	18	14	1	1	3	12	1	----	----	29.8	----	----	----	28.2	----
24.	ALL	60.	47.		14.6	18.0	16.8	9.1	21	9	7	2	1	1	12	10	----	----	22.5	----	----	----	19.8	----
25.									1	3	3	4			2	4	----	----	----	----			----	----
20.	ALL	85.	15.		6.3	5.1	6.4	----	15	11	15	1	2	2	5	3	----	----	----	----	----	----	----	----
22.	90.	82.	2.		8.4	11.0	10.7		139	175	108	7	24	69	83	7	65.0	44.2	37.6	31.1	55.1	43.2	35.6	29.1
25.									3	7	6	3	1	3	6	6	----	----	29.0	----	----	----	28.7	----
19.	ALL	95.			10.5	11.0	9.1		27	17	16			2	4		----	----	----			----	----	
17.	62.	45.	12.						24	30	60	19	13	30	62	19	42.1	31.7	25.6	19.9	38.0	30.3	24.0	18.9
23.	ALL	92.	6.		5.3	5.2	6.3	----	17	19	6	4	6	7	10		44.1	36.2	26.4	----	45.0	33.1	27.5	
24.	97.	88.	27.		9.8	10.2	11.8	12.6	128	114	85	15	30	30	47	28	47.0	39.6	33.9	26.4	43.1	37.8	32.5	25.2
25.	6.	2.							21	23	22	6	11	22	15	2	39.2	34.6	30.2	----	37.1	34.7	30.2	----
25.	38.	48.		14.					6	16	10	6	2	9	12	1	----	35.3	30.2	----	----	30.6	28.7	----
32.									60	59	49	20	5	11	23	17	----	26.2	21.7	15.4	----	25.1	24.8	17.5
26.	97.	86.	29.						22	34	27	7	14	17	14	11	43.9	41.0	24.1	29.2	47.4	27.3	31.2	28.0
25.									3	9	10	3		3	5	1	----	----	----	----		----	----	----
24.	98.	76.	13.		9.1	10.1	13.8	----	41	31	14	2	4	19	16	5	----	32.9	26.9	----	----	31.8	26.7	----
22.	ALL	40.							7	12	14		7	8	17	5	36.4	28.5	25.0		35.6	27.0	24.1	----
24.	97.	74.	16.						49	30	31	2	9	13	13	1	44.7	39.2	30.9	----	37.6	36.6	30.6	----
19.	56.	52.	53.		7.8	8.8	7.4	----	22	14	6	1	12	13	24	2	42.0	32.9	31.2	----	40.5	33.8	27.7	----
25.									5	12	11	6		5	9	6	----	----	29.0	27.8		----	28.3	24.2
27.	73.	27.	10.		7.3	7.1	7.4	9.5	8	6	9	10	3	5	12	9	----	----	29.9	25.5	----	----	28.1	25.3
25.	84.	60.	31.						65	52	48	15	32	21	53	25	46.0	42.2	34.5	24.7	44.8	35.0	31.4	25.3
25.	11.	20.	6.						68	65	83	40	54	57	87	39	40.8	37.3	32.2	28.1	39.9	36.8	30.8	27.0
23.	98.	90.	7.		7.1	7.2	7.5	9.6	157	156	98	24	8	51	39	39	54.1	41.1	36.0	25.7	56.0	38.1	29.9	24.7
25.									1	4	8	4	1	6	5	3	----	----	----	----	----	----	----	----
25.									3	6	6	2		3	5	2	----	----	----	----		----	----	----
25.									4	11	12	1	3	7	12	5	----	33.3	28.8	----	----	31.3	27.4	----
32.	86.				4.5	----			5	2			2	2			----	----			----	----		
82.	ALL								9	3	4		1				----	----	----		----			
26.	90.	65.	24.		7.3	7.8	7.8	11.6	89	73	74	5	24	31	54	20	46.5	37.8	32.4	----	43.5	36.8	30.8	----
26.	96.	75.	19.		7.9	7.7	8.6	----	22	16	17	1	1	4	9	1	----	----	26.7	----	----	----	27.6	----
24.	95.	81.	5.		5.1	9.5	8.7	----	16	15	11		5	12	10	4	----	32.6	26.6		----	31.6	26.4	----
25.									1	5	9	1		2	4	1	----	----	----	----		----	----	----
23.	ALL	94.	11.		6.1	7.0	7.0		17	21	17		5	10	10	1	----	33.7	28.4		----	31.8	26.5	----
19.	75.	19.	4.						14	11	12	1	2	5	16		----	----	22.7	----	----	----	22.9	
25.									2	9	10	6		4	10	3	----	----	28.5	----		----	29.9	----
25.	25.	38.	4.						5	13	20	13	3	3	8	9	----	----	31.3	28.1	----	----	31.5	25.2
23.	ALL	89.	18.		6.1	6.7	8.0	----	19	8	8	1	10	10	9	1	44.0	34.8	28.7	----	40.7	33.7	27.9	----
25.	43.	14.	7.						14	20	21	1	7	9	21	8	40.1	34.8	31.7	----	40.0	34.0	30.0	----
25.	4.	5.							29	56	36	24	17	29	47	19	36.3	32.9	29.1	25.1	36.1	33.5	28.5	24.8
22.	ALL	89.	18.		11.6	12.2	12.1		71	49	40		6	13	26		53.7	42.2	33.1		51.8	40.6	32.8	
23.	95.	87.	1.		6.1	6.6	7.0	6.9	392	233	142	9	22	46	76	14	66.2	45.0	36.7	27.4	59.4	42.0	33.2	24.6
25.	ALL	83.	12.		6.4	6.6	7.1	----	14	9	13		2	3	4	1	----	----	----		----	----	----	----
24.	96.	84.	14.	2.	8.7	9.3	9.4	9.1	166	246	131	19	27	88	100	43	54.3	44.8	38.0	32.1	50.8	41.1	34.0	26.5
25.		13.							2	20	9	1	1	4	15	3	----	----	30.1	----	----	----	27.8	----
22.		71.			----	9.1	17.3	----	2	8	7			6	6	5	----	22.0	21.4			21.2	19.5	----
28.	ALL	47.	4.		7.2	5.6	7.7		47	19	19	3	1		4		----	----	----	----	----		----	
23.	97.	93.	7.	6.	6.0	6.1	6.1	5.2	524	480	243	44	23	65	99	37	60.1	43.0	37.1	27.5	53.7	40.1	34.9	21.9
26.	92.	51.	28.						37	31	40	9	13	10	24	10	41.9	36.4	33.3	28.1	40.9	34.7	30.9	27.2
25.	67.	57.	11.						8	10	15	6	4	4	13	3	----	----	13.9	----	----	----	20.4	----
21.	90.	45.							18	10	6	3	3	1	7	7	----	----	25.5	----	----	----	25.6	----
25.	35.	45.	18.						12	24	20	1	5	9	25	5	----	36.0	31.5	----	----	33.3	30.1	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
VIRGINIA - (CONT'D)																				
Washington & Lee University		IIB	1	1	1		49.9	37.8	30.4	----	43.5	1	1	1		60.8	45.5	35.5	----	52.6
Wytheville Community College		III	3	2	3	1	38.0	34.5	28.9	27.5	32.2	3	2	3	1	47.2	43.1	36.2	34.6	40.2
WASHINGTON																				
Central Washington Univ.	6	IIA	4	4	4		38.7	32.4	27.0	----	34.6	4	4	4		48.1	40.4	33.3	----	43.0
Eastern Washington Univ.	1	IIA	5	5	5	5	36.6	30.7	26.3	19.9	33.0	4	4	4	5	45.6	38.0	32.9	25.3	41.2
Pacific Lutheran University	1	IIA	4	4	4		39.9	32.4	27.1		33.0	4	4	4		50.1	40.4	33.7		41.3
Peninsula College		III			1	2			32.1	26.5	29.3			1	1			40.3	33.7	36.9
St. Martin's College		IIB		5	4		----	24.5	22.4	----	23.3		5	5		----	27.2	25.6	----	26.3
Seattle Pacific University		IIA	5	5	5	4	36.3	30.3	25.5	21.5	30.7	5	5	5	4	45.2	37.4	31.6	25.9	38.0
Seattle University		IIA	4	4	3		39.4	32.6	29.2	----	33.0	4	4	3		49.6	41.1	36.4	----	41.4
University of Puget Sound	154	IIA	3	3	4	3	44.5	34.9	28.9	24.1	35.6	2	3	3	2	57.1	43.9	36.7	32.4	45.7
University of Washington		I	3	4	3	2	52.8	37.3	33.8	27.1	43.5	3	4	3	2	63.9	46.4	42.2	34.4	53.4
Washington State University		I	5	5	4	4	45.6	34.4	31.2	22.3	36.1	5	5	4	4	56.2	42.7	37.6	28.7	44.5
Western Washington Univ.	1	IIA	4	3	3		40.9	33.7	30.7	----	35.7	3	3	3		50.7	42.2	37.8	----	44.4
Whitman College		IIB	1	1	1	1	44.7	35.8	29.3	26.6	37.1	1	1	2	1	55.6	45.2	34.8	30.7	45.8
Whitworth College		IIB	3	3	4	4	36.7	30.0	24.3	20.3	29.8	3	3	3	3	45.2	36.9	30.2	25.4	36.7
WEST VIRGINIA																				
Alderson Broaddus College	34	IIB	5	5	5	5	29.6	23.3	20.0	18.0	22.1	4	5	5	5	36.5	29.2	25.4	21.1	27.6
Bethany College		IIB	4	4	4	4	31.3	26.5	24.0	20.2	26.7	4	4	3	4	39.3	33.0	30.8	23.3	33.5
Bluefield State College		IIB	4	4	5	5	32.9	26.6	22.0	18.5	24.9	4	4	5	5	39.5	32.4	26.3	22.2	30.0
Concord College		IIB	4	4	4	4	33.0	28.2	22.4	19.9	27.0	4	4	4	4	39.3	33.7	27.2	24.4	32.4
Davis and Elkins College		IIB	4	4	5	4	31.2	26.9	22.0	20.4	24.7	4	4	4	4	39.1	34.9	27.3	23.9	30.7
Fairmont State College		IIB	3	3	4	4	35.1	29.2	24.3	20.5	28.7	3	4	4	4	41.7	35.0	29.5	25.1	34.5
Glenville State College		IIB	4	4	2	4	34.0	26.8	28.7	20.2	27.7	4	4	2	4	40.5	32.2	34.4	24.8	33.3
Marshall University		IIA	4	4	5	5	38.9	32.7	24.2	18.6	30.2	5	5	5	5	44.1	37.2	27.5	21.1	34.3
Parkersburg Community Coll.		III	5	5	5	5	31.3	25.9	21.4	17.3	25.0	5	5	5	5	37.2	31.1	25.9	21.2	30.0
Potomac State Coll.of W.Va.U		III	4	5	5	5	35.6	27.3	20.9	17.8	25.8	4	5	5	5	42.5	33.2	25.0	21.7	31.2
Shepherd College		IIB	3	3	3		35.4	29.4	25.5	----	28.3	3	4	3		42.3	35.0	30.8	----	33.8
Southern W.Va. Comm. College		III		5	5	5	----	27.9	22.2	18.2	22.9		5	5	5	----	33.2	26.7	22.1	27.5
West Liberty State College		IIB	3	4	4	4	34.8	27.9	23.5	19.6	29.2	3	4	4	4	41.7	33.6	28.3	23.9	35.0
W. Va. College of Grad.Stud.		IIA	4	3	5		39.7	34.0	26.0	----	35.7	4	4	5		47.4	40.9	31.9	----	42.9
West Virginia Inst. of Tech.		IIB	3	4	3	3	34.4	29.0	25.0	21.1	29.0	4	4	4	4	40.6	34.1	29.3	24.8	34.1
W.Va.Northern Comm. College	161	III	5	5	5		29.1	25.8	19.7	----	23.5	5	5	5		34.8	30.9	23.2	----	27.9
West Virginia State College		IIB	4	4	4	5	34.1	28.4	23.7	18.8	26.7	4	4	4	4	40.7	34.2	28.9	23.4	32.4
West Virginia University		I	5	5	5	5	43.0	34.8	28.0	20.3	35.5	5	5	5	5	50.6	41.2	33.2	24.0	41.8
West Virginia Wesleyan Coll.		IIB	5	4	4		30.1	27.0	24.3	----	28.0	4	3	3		39.2	35.3	31.4	----	36.5
Wheeling Jesuit Coll.,Inc.		IIB	5	5	5	4	29.8	25.2	21.2	19.5	24.3	5	5	5	4	35.7	29.5	25.2	24.8	28.9
WISCONSIN																				
Alverno College	35	IIB		3	4	4	----	29.2	23.8	19.4	24.9		4	4	5	----	33.4	27.2	22.0	28.4
Beloit College		IIB	2	2	3		38.4	33.3	25.5	----	33.1	2	2	3		51.7	42.4	30.0	----	42.5
Cardinal Stritch College		IIB	5	4	3	3	29.3	26.8	24.9	21.0	25.6	5	5	4	4	33.6	30.9	28.8	24.4	29.5
Carroll College		IIB	3	2	1		37.8	33.0	29.2		33.8	2	2	1		48.0	42.3	36.0		42.7
Carthage College		IIB	4	5			30.8	25.4	----	----	27.6	4	5			38.3	30.8	----	----	34.1
Concordia Coll. of Wisconsin		IIB		5	4		----	24.4	22.8	----	23.0		5	4		----	30.4	29.1	----	28.9
Edgewood College		IIB	5	5	4		29.0	25.9	23.8	----	25.8	5	5	4		34.3	30.4	27.0	----	30.0
Lakeland College		IIB	4	4	4		30.6	26.1	23.8	----	25.6	4	5	4		37.2	30.8	28.1	----	30.4
Lawrence University		IIB	1	1	1	1	46.5	36.3	29.1	26.7	38.0	1	1	2	1	57.4	45.0	34.9	30.3	46.6
Marquette University	4	I	3	2	2		55.6	41.2	34.5		41.4	2	2	3		69.1	52.2	41.9		51.5
Milwaukee School of Engrg.		IIB	3	3	2		38.2	29.1	28.7	----	33.4	3	3	2		46.1	36.4	33.7	----	40.4
Mount Mary College		IIB	4	4	4		30.4	27.8	23.1	----	26.1	4	4	5		37.0	33.0	26.4	----	30.7
Northland College		IIB	5	5			26.9	22.4	----		24.8	5	5			31.9	26.3	----		29.3
Ripon College		IIB	2	3	3		42.1	31.6	25.2	----	33.5	2	3	3		50.5	37.8	30.3	----	40.3
St. Norbert College		IIB	2	2	2		42.8	34.9	27.3	----	33.2	1	1	1		56.3	47.3	35.6	----	44.1
Univ. Wisconsin-Madison		I	3	3	2		53.1	39.1	34.5	----	46.2	3	3	2		66.5	50.0	44.4	----	58.3
Univ. Wisconsin-Milwaukee		I	4	4	3		49.6	36.8	33.6	----	40.0	4	4	2		62.4	47.2	43.4	----	51.0
Univ. Wisconsin-Eau Claire		IIA	4	4	4	2	40.6	32.5	28.1	25.8	34.0	3	3	3	2	51.9	42.2	36.7	33.9	43.9
Univ. Wisconsin-Green Bay		IIA	3	3	4		41.2	34.0	28.6	----	34.7	3	3	3		52.6	43.9	37.2	----	44.7
Univ. Wisconsin-La Crosse		IIA	3	3	3	1	41.2	35.9	30.4	28.2	34.9	3	2	2	1	52.7	46.2	39.5	36.8	45.0
Univ. Wisconsin-Oshkosh		IIA	3	3	3	2	43.2	36.4	30.8	25.3	36.0	3	2	2	2	55.1	46.8	40.0	33.3	46.4
Univ. Wisconsin-Parkside		IIA	3	4	2		44.5	33.4	31.0		34.8	2	3	2		56.5	43.1	40.2		44.7
Univ. Wisconsin-Platteville		IIA	4	3	3		40.7	34.0	29.9	----	35.3	3	3	2		52.1	43.9	38.9	----	45.6
Univ. Wisconsin-River Falls		IIA	4	5	4		39.5	30.8	28.5	----	34.1	4	4	3		50.5	40.0	37.2	----	44.0
Univ. Wisconsin-Stevens Pnt.		IIA	4	4	4	3	41.0	33.4	27.7	24.5	34.8	3	3	3	2	52.5	43.2	36.3	32.3	44.9
Univ. Wisconsin-Stout		IIA	4	4	4	2	39.6	33.1	27.8	26.2	32.6	3	3	3	2	50.7	42.9	36.3	34.4	42.1
Univ. Wisconsin-Superior		IIA	3	4	4		42.6	33.2	27.3	----	35.1	3	3	3		54.4	43.0	35.8	----	45.2
Univ. Wisconsin-Whitewater		IIA	3	3	2	2	41.7	34.3	31.2	27.1	35.5	3	3	2	1	53.2	44.3	40.5	35.5	45.7
Univ. Wisconsin-Centers		III	3	3	4	4	38.3	31.9	26.0	22.1	31.0	3	3	3	3	49.1	41.4	34.2	29.4	40.2
Viterbo College		IIB	4	4	4	3	34.1	28.5	24.1	21.9	26.0	4	4	4	3	41.4	33.7	27.7	26.0	30.4

(6) BEN.AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
SALARY	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	ALL	ALL	5.		7.8	8.4	9.0	----	77	22	15	1	1	2	7	3	----	----	31.0	----	----	----	29.1	----
25.	56.	36.	12.						6	8	9	2	3	6	8	4	----	35.0	28.9	----	----	34.0	28.9	----
24.	ALL	84.	7.		3.8	2.6	2.6	----	136	57	38	3	16	10	21		39.0	32.8	27.7	----	37.0	29.9	25.8	
25.	98.	56.	11.						157	54	32	5	17	17	22	2	36.9	31.5	26.1	----	34.2	28.3	26.5	----
25.	97.	81.	25.		6.4	7.3	8.1		62	60	32		5	25	36		----	33.2	27.9		----	30.4	26.4	
26.			89.	85.			1.0	1.6			23	8			5	5			----	----			----	----
13.					----	5.0	2.9	----	5	7	15	2		1	7		----	----	22.6	----		----	21.9	
24.	92.	58.	18.		6.9	7.3	7.1	----	43	41	15	2	5	12	18	6	----	30.3	25.7	----	----	30.3	25.3	----
26.	91.	79.	12.						33	46	30	2	13	22	30	3	39.4	33.0	29.5	----	39.3	31.8	29.0	----
28.	96.	73.			9.1	7.6	9.2	8.1	66	36	28	13	12	8	17	18	44.9	34.8	28.9	24.1	41.9	35.4	28.9	24.1
23.	97.	92.	4.		4.6	6.1	3.9	----	771	364	208	9	89	99	119	5	53.4	37.8	34.7	----	48.1	35.7	32.1	----
23.	98.	91.	7.		3.3	3.3	3.0	2.8	276	199	139	26	14	55	81	63	45.8	34.4	32.7	23.1	41.8	34.2	28.7	22.0
24.	99.	92.	5.		2.7	3.7	5.4	----	141	127	39		13	28	19	2	41.0	34.1	31.2		39.5	31.9	29.6	----
23.	ALL	88.	24.		10.4	13.1	14.6	----	33	26	13	5	4	7	4	5	----	36.1	----	----	----	34.9	----	----
23.	96.	72.			8.2	6.1	10.2	----	18	25	15	1	5	7	5	5	----	30.3	----	----	----	29.0	----	----
25.	88.	67.	26.		4.6	4.6	10.4	----	7	8	13	5	1	7	10	2	----	22.7	20.3	----	----	24.0	19.6	----
25.	94.	62.	29.		4.4	6.3	5.2	----	15	13	7	4	3		7	2	----	----	24.7	----	----		23.2	----
20.	ALL	73.	32.		6.6	10.0	1.8	2.6	16	12	18	5	5	3	16	9	----	----	22.7	----	----	----	21.1	----
20.									24	12	23	4	4	7	7	4	----	27.9	22.5	----	----	28.6	22.0	----
24.	ALL	70.			11.8	10.7	8.3	5.2	8	9	5	9	3	1	8	4	----	----	----	----	----	----	----	----
20.									47	26	21	15	7	16	21	7	35.0	30.0	24.7	22.2	35.6	27.9	23.9	16.8
20.									6	18	18	3	3	5	10	5	----	----	32.0	----	----	----	22.6	----
14.	98.	85.	22.	6.	5.7	6.2	1.7	5.2	79	75	59	13	10	25	46	22	39.2	33.3	25.1	18.7	36.7	30.9	23.1	18.5
20.									13	16	7	6	5	11	4	7	----	26.5	----	18.3	----	25.1	----	16.3
21.	ALL	ALL	33.		5.3	4.3	1.3	----	8	13	7	5		2	2	2	----	----	----	----		----	----	----
20.	93.	88.	66.		3.1	7.1	0.0	5.1	28	18	21	2	1	6	14	3	----	29.3	25.9	----	----	29.6	24.9	----
20.									1	6	14	10	1	9	5	8	----	30.6	----	17.0	----	26.1	----	19.7
20.	93.	90.	42.		6.6	4.7	6.6	0.9	36	39	6	6	6	22	6	4	34.9	28.8	24.2	----	34.2	26.5	22.7	----
20.									22	13	4		4	5	2	1	----	----	----		----	----	----	----
18.	95.	83.	28.		6.3	3.8	1.1	1.1	49	18	31	7	6	5	15	8	34.8	----	26.2	21.9	30.8	----	22.6	20.4
18.					6.1	5.7	5.1	7.8	8	8	4	1	10	5	5	2	31.2	----	----	----	27.4	----	----	----
21.					5.7	2.6	1.3	1.4	22	24	26	10	10	17	13	2	34.2	28.7	23.6	----	33.8	27.9	23.7	----
18.	93.	84.	20.						316	173	130	7	29	55	83	23	43.5	35.4	28.6	19.6	38.1	32.7	27.2	20.5
30.	97.	88.	17.		4.2	6.5	8.0		29	16	5	1	7	8	7		30.4	27.4	----	----	28.7	26.1	----	
19.	ALL	88.	24.		6.5	6.7	7.1	----	9	20	12	2	2	6	5	5	----	25.9	----	----	----	22.9	----	----
14.		92.	44.		8.3	6.3	6.6	6.1		7	10	3	5	19	22	18		28.2	23.9	----	----	29.5	23.8	----
28.	97.	ALL	88.		4.4	6.7	10.1		36	13	13	2	1	1	12		----	----	26.2	----	----	----	24.8	
15.									14	12	12	13					----	----	----	----				
26.	ALL	97.	67.		4.0	4.0	4.0		22	24	13		4	6	5		----	34.0	----		----	29.2	----	
24.	ALL	65.			6.9	7.1	----	----	34	17	4		4	3	1	5	----	----	----		----	----	----	----
26.		33.			----	8.3	6.8	----	5	7	14	1		2	9		----	----	22.8	----		----	23.0	
16.	ALL	83.			10.0	10.1	----	----	6	6	2		3	6	4	2	----	24.7	----		----	27.1	----	----
19.	ALL	88.	33.		11.3	14.6	8.7	----	6	6	9			2	6	1	----	----	24.8			----	22.4	----
23.	98.	95.		14.	8.0	8.5	8.3		36	35	16	2	4	2	6	5	----	----	29.4	----	----	----	28.3	----
24.	ALL	98.	5.		7.5	7.5	9.2		100	145	134		2	48	68		----	41.9	36.0		----	38.9	31.6	
21.					6.3	6.5	7.3	6.5	43	21	18	2	4	5	1	2	----	----	----	----	----	----	----	----
18.	89.	71.			----	10.8	15.7	----	4	2	1		5	12	10	5	----	----	----		----	----	----	----
18.	ALL	57.			6.5	----	----		19	5	3		3	2	2		----	----	----		----	----	----	
20.	96.	44.	10.		6.4	8.6	5.7	----	25	14	11	1	1	2	9	1	----	----	25.2	----	----	----	25.1	----
33.	94.	98.	39.		6.4	6.7	8.2	----	17	36	24	1		6	12	2	----	34.8	28.2	----		35.5	25.4	----
26.	ALL	ALL	2.		2.3	3.8	3.5	----	811	163	208		89	55	121	2	53.9	40.0	35.9		46.3	36.4	32.0	----
28.	ALL	99.	4.		2.0	2.8	3.2	----	237	213	110	3	22	76	78	2	49.8	37.1	35.2	----	46.6	35.8	31.4	----
29.	99.	92.	32.	8.	2.1	2.3	3.0	3.1	146	94	70	12	14	25	47	13	40.8	32.5	28.2	28.1	38.6	32.6	28.0	23.6
29.	ALL	ALL			1.8	2.5	2.2	----	45	58	11	1	7	11	8	3	41.5	34.2	30.1	----	39.0	32.7	26.6	----
29.	98.	84.	32.	55.	2.2	2.8	3.1	2.1	113	76	68	11	18	10	32	11	41.5	36.3	31.1	28.1	39.6	32.5	28.7	28.2
29.	ALL	88.	39.	40.	2.1	2.1	2.5	3.1	118	80	97	2	14	24	48	8	43.3	36.8	30.9	----	43.0	34.7	30.6	----
29.	ALL	97.			2.3	2.1	2.4		43	53	19		2	17	10		----	33.5	32.3		----	33.1	28.6	
29.	98.	76.	38.		2.2	2.3	2.6	----	90	57	38	3	6	6	20	2	40.8	34.3	30.4	----	40.1	30.7	29.0	----
29.	98.	82.	31.		2.1	3.3	2.6	----	96	42	43	1	13	14	18	4	39.8	31.0	29.1	----	36.9	30.3	27.0	----
29.	99.	87.	31.	29.	2.3	3.2	2.4	1.9	133	99	44	12	14	19	24	5	41.0	33.6	28.8	----	41.5	32.7	25.8	----
29.	ALL	81.	53.	78.	2.2	2.7	2.9	2.4	85	60	41	12	26	13	21	6	40.3	33.3	27.7	26.5	37.2	32.3	27.9	25.8
29.	ALL	77.	10.		2.1	2.3	2.0	----	35	21	12	3	7	5	8	2	42.5	----	27.6	----	42.8	----	26.9	----
29.	99.	91.	50.	38.	2.0	2.6	2.8	1.7	135	57	71	7	23	19	34	1	41.8	34.5	31.5	----	40.6	33.6	30.5	----
30.	ALL	99.	57.	14.	2.5	2.5	2.8	3.6	51	137	78	2	7	26	25	5	38.5	32.2	26.5	----	36.9	30.7	24.4	----
17.	86.	87.	53.	13.	7.8	6.0	7.5	7.8	6	10	8	4	1	5	26	4	----	----	24.1	----	----	----	24.1	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
W Y O M I N G																				
Northwest Community College		III		3	4	4	----	32.6	26.3	21.4	27.9		3	4	5	----	40.6	32.5	25.9	34.6
University of Wyoming		I	5	5	4		46.1	35.6	31.5	----	37.6	5	5	4		54.0	42.3	37.6	----	44.4
Western Wyoming Comm.College		III	3	3	2	3	37.6	34.1	30.1	23.6	28.7	3	2	2	3	47.3	43.2	38.4	30.8	36.8
P U E R T O R I C O																				
Caribbean University College	43	IIB			5	5			11.0	10.2	10.4			5	5			12.1	11.1	11.3
Conservatory of Music of PR		IIB		5	5	5		17.2	16.0	10.2	14.6		5	5	5		18.9	17.7	11.4	16.2
Univ. of Puerto Rico-Ponce		III	5	5	5	5	25.7	19.9	17.0	14.8	17.7	5	5	5	5	31.1	24.3	18.9	18.1	21.0
Univ. of Puerto Rico-Arecibo		IIB	5	5	5	5	24.0	20.6	17.0	14.7	18.5	5	5	5	5	29.5	25.5	21.2	18.5	23.0
Univ. of P.R.-Mayaguez		IIB	5	5	5	5	28.2	22.0	18.6	15.3	22.1	5	5	5	5	32.8	25.6	21.7	17.8	25.7
Univ. of P.R.Humacao U.Coll.		IIB	4	5	5	5	32.2	25.5	20.7	17.3	21.5	4	4	5	5	39.5	31.5	25.8	21.8	26.8
G U A M																				
University of Guam		IIB	1	1	1	2	48.9	38.7	31.3	24.6	34.9	1	1	2	2	56.1	44.4	35.2	27.4	39.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.		92.	47.		----	2.0	2.7	3.5	2	21	27	7		4	11	4	----	----	26.6	----		----	25.6	----
18.	99.	88.	8.		2.2	4.3	5.4	----	243	122	113	3	17	24	46		46.3	35.9	32.7	----	43.4	34.2	28.6	
28.									5	7	3	12	1	5	4	13	----	----	----	25.1	----	----	----	22.3
9.			91.	36.							6	23			5	19			----	10.3			----	10.1
11.										6	8	6						----	----	----				
19.	ALL	ALL	89.	13.					2	7	11	11	4	22	17	20	----	20.6	17.6	15.2	----	19.8	16.6	14.6
24.	ALL	93.	89.	11.	9.4	11.9	8.2	8.7	16	19	21	24	13	22	24	23	23.6	20.9	17.6	14.6	24.6	20.4	16.5	14.8
16.	96.	75.	61.	10.	10.7	8.1	11.5	9.1	141	97	81	42	39	37	66	42	29.1	23.5	19.9	15.8	25.2	18.1	17.1	14.8
24.	ALL	89.	77.	2.	20.0	15.0	13.0	13.0	7	30	29	20	3	25	40	44	----	27.0	21.1	17.2	----	23.8	20.5	17.4
14.	84.	57.	20.	6.					20	40	33	13	5	25	16	23	----	39.3	31.0	24.7	----	37.6	31.8	24.5

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC		(10) AVERAGE SALARY BY SEX	
										MEN	WOMEN	MEN	WOMEN
ALABAMA													
Alexander City St. Jr. Coll.		IV	2	30.1	3	35.9	19.	93.	8.1	16	13	31.1	28.8
Brewer State Junior College		IV	3	29.7	3	35.4	19.	81.	7.5	11	5	---	---
Enterprise State Jr. College		IV	2	30.7	2	36.4	19.	91.	8.6	24	19	32.0	29.0
Gadsden State Junior College	1	IV	3	28.0	3	33.7	20.	94.		79	62	28.5	27.3
Wallace St.Comm.Coll.-Selma	67	IV	2	30.5	2	36.7	20.	88.	8.1	30	19	32.8	26.9
Jefferson Davis St.Jr.Coll.		IV	3	29.2	3	33.7	16.	96.	7.5	11	13	31.3	27.4
Jefferson State Junior Coll.	19	IV	2	32.1	2	38.3	19.	95.	8.0	72	74	33.3	30.9
John C.Calhoun St.Comm.Coll.		IV	2	30.4	2	36.9	22.	81.		74	70	30.9	29.8
J.F. Drake St. Tech. College		IV	2	32.7	2	38.0	16.	88.		12	13	32.1	33.2
Lawson State Comm. College		IV	3	29.5	3	36.2	23.	87.		34	36	32.1	27.0
Lurleen B.Wallace St.Jr.Coll		IV	3	28.8	3	34.4	20.	88.	8.9	17	7	28.4	29.8
ALASKA													
Univ.Alaska Prince Wm.Sound		IV	1	36.2	1*	55.1	52.		0.8	2	4	---	---
ARIZONA													
Arizona Western College		IV	2	32.3	2	38.0	18.			46	32	33.3	30.8
Central Arizona College		IV	2	33.6	2	39.8	19.		4.0	64	24	34.1	32.1
Cochise College	47	IV	3	29.7	3	35.5	20.		5.5	75	31	30.0	28.9
Eastern Arizona College	4	IV	2	33.5	2	40.7	22.	77.	8.1	50	12	34.4	29.8
Maricopa Comm.Coll.District	101	IV	1*	40.0	1	48.1	20.	2.		440	379	42.0	37.7
Northland Pioneer College		IV	2	30.1	2	36.4	21.		7.2	37	15	30.8	28.4
Pima County Community Coll.	112	IV	2	33.1	2	38.8	17.		11.4	138	93	34.3	31.3
Yavapai College	165	IV	1	34.2	2	39.9	17.	93.	4.1	50	24	35.5	31.5
ARKANSAS													
Garland County Comm. College		IV	4	26.0	4	31.8	22.		8.1	17	21	27.6	24.7
Southern Ark.Univ.-El Dorado		IV	5	23.6	5	28.3	20.	39.		8	10	25.1	22.3
CALIFORNIA													
Antelope Valley College		IV	1*	39.6	1	48.5	23.	95.		44	40	40.9	38.1
Grossmont/Cuyamaca CC Dist.	69	IV	1*	40.8	1	48.5	19.	89.		139	59	41.8	38.4
Mount San Jacinto College		IV	1	36.6	1	48.5	32.	89.	0.0	28	18	36.6	36.6
Redwoods Comm. Coll. Dist.	116	IV	1	38.9	1	42.6	9.	95.	4.9	67	34	39.4	37.9
San Diego Comm. Coll. Dist.	124	IV	1*	42.0	1*	49.1	17.	95.		272	149	42.0	42.0
San Joaquin Delta College		IV	1*	44.2	1*	51.0	15.	99.	8.4	153	73	45.1	42.5
Santa Barbara City College		IV	1	37.1	1	43.5	17.	90.	4.2	92	58	38.2	35.3
Taft College	4	IV	1*	44.1	1*	52.2	18.	94.	5.0	15	1	---	---
West Hills Comm. Coll. Dist.		IV	1*	40.0	1*	48.9	22.	90.	15.3	32	10	40.9	37.1
COLORADO													
Arapahoe Community College		IV	3	28.0	3	33.4	19.		5.0	45	35	29.4	26.2
Front Range Community Coll.		IV	3	28.6	4	33.0	15.		5.1	63	36	29.6	27.0
Morgan Community College		IV	4	25.1	4	30.3	20.		6.2	16	11	25.6	24.5
Northeastern Junior College		IV	4	25.2	4	30.5	21.		4.0	42	17	26.4	22.5
Otero Junior College		IV	3	28.9	3	34.7	20.		5.7	16	8	29.7	27.4
Pikes Peak Community College		IV	3	29.5	3	35.4	20.	93.		77	42	30.1	28.4
DELAWARE													
Del.Tech&Comm.Coll.-Sthrn	4	IV	2	32.7	2	41.9	28.			40	30	32.9	32.4
Del.Tech.&Comm.Coll.-Stn Wtn	4	IV	2	31.8	2	41.2	30.			50	56	32.6	31.0
Del.Tech.&Comm.Coll.-Terry	4	IV	2	32.7	1	42.4	30.			23	15	32.1	33.5
FLORIDA													
Daytona Beach Comm. College	56	IV	4	26.6	3	33.9	28.	66.		109	74	28.2	24.2
Fla.Comm.Coll.-Jacksonville	61	IV	1	35.3	1	44.3	26.			169	155	36.6	33.8
Florida Keys Community Coll.		IV	4	25.5	3	33.2	30.	47.	6.3	22	8	26.2	23.5
Lake City Community College		IV	4	25.1	4	32.3	29.	63.	4.6	19	8	25.9	23.2
Lake-Sumter Community Coll.		IV	3	27.5	3	34.4	25.	71.	10.9	22	16	27.6	27.2
Polk Community College	114	IV	4	24.2	4	30.0	24.	86.		59	45	25.1	23.1
Santa Fe Community College		IV	3	29.4	3	35.6	21.	86.	10.0	108	109	30.0	28.8
Seminole Community College		IV	3	29.9	2	37.8	27.	74.	9.2	66	48	30.7	28.8
Tallahassee Comm. College	1	IV	1	36.3	1	45.4	25.	73.	9.7	50	55	36.7	36.0
Valencia Community College		IV	1	33.9	1	43.5	28.	85.	9.7	80	71	35.3	32.3
GEORGIA													
Truett McConnell College		IV	5	21.3	5	25.5	20.		5.4	10	10	21.6	20.9

APPENDIX II	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC		(10) AVERAGE SALARY BY SEX	
NAME OF INSTITUTION										MEN	WOMEN	MEN	WOMEN
G E O R G I A - (CONT'D)													
Young Harris College		IV	3	26.9	4	31.7	18.	50.	7.2	18	8	27.1	26.3
H A W A I I													
Honolulu Comm.Coll.-U.Hawaii	27	IV	2	32.7	2	37.5	15.	63.	6.0	81	36	33.5	30.9
Kapiolani Comm.Coll-U.Hawaii	27	IV	2	33.2	2	38.1	15.	61.	6.0	56	56	33.7	32.8
Kauai Comm.Coll.-U. Hawaii	27	IV	2	31.6	2	36.3	15.	62.	6.0	28	14	32.4	30.1
Leeward Comm.Coll.-U. Hawaii	27	IV	1	34.2	2	39.2	14.	82.	6.0	76	51	34.7	33.4
Maui Comm.College-U. Hawaii	27	IV	2	32.8	2	37.5	15.	66.	6.0	33	26	34.3	30.8
Windward Comm.Coll-U. Hawaii	27	IV	2	31.9	2	36.6	15.	58.	6.0	18	18	31.0	32.8
I D A H O													
North Idaho College		IV	3	27.9	3	35.1	26.	41.	3.1	54	32	28.6	26.9
I L L I N O I S													
Chicago College of Commerce		IV	5	19.3	5	22.8	18.		2.3	2	6	---	---
College of Lake County		IV	1*	44.1	1*	50.8	15.	ALL	10.5	96	49	44.0	44.2
Illinois Eastern Comm.Colls.	1	IV	4	25.0	5	28.0	12.	86.	3.0	67	41	25.9	23.5
Illinois Valley Comm.College		IV	2	31.6	3	35.6	13.	82.	5.5	59	20	32.3	29.3
John A. Logan College		IV	2	31.8	2	37.7	18.	71.	6.9	36	29	34.3	28.8
John Wood Community College		IV	4	26.5	4	30.4	15.	38.	6.0	11	15	29.7	24.2
Joliet Junior College		IV	1	38.3	1	44.3	16.	86.	7.0	98	40	39.5	35.5
Kaskaskia College	1	IV	3	28.5	4	32.9	16.	75.	7.2	45	18	30.0	24.8
Lincoln College	79	IV	4	25.2	4	30.3	20.	27.	16.3	39	13	25.2	25.2
McHenry County College		IV	2	32.5	2	40.3	24.	80.		30	16	34.5	28.8
Morrison Institute of Tech.		IV	5	19.3	5	21.9	13.		5.0	8	3	---	---
Morton College		IV	1	37.7	2	42.0	11.	93.	7.8	30	25	38.3	37.0
Parkland College		IV	1	36.2	2	41.1	14.	94.	6.1	72	64	37.3	34.9
Prairie State College		IV	2	33.6	2	38.7	15.	57.	4.1	44	40	35.9	31.1
Southeastern Illinois Coll.		IV	2	30.3	3	33.7	11.	88.	6.0	27	15	31.1	28.8
Springfield Coll.in Illinois		IV	5	20.3	5	23.6	17.	65.	4.0	7	10	21.1	19.7
State Community College		IV	3	27.4	4	32.7	19.	95.	7.5	17	22	29.7	25.7
I O W A													
Eastern Iowa Comm.Coll.Dist.	57	IV	4	26.1	4	31.7	21.		9.2	88	57	26.7	25.2
Indian Hills Community Coll.	73	IV	4	25.4	4	31.3	23.		9.3	77	44	26.3	23.7
North Iowa Area Comm.College		IV	2	31.6	2	38.2	21.	80.	8.7	60	21	32.6	28.7
Western Iowa Tech.Comm.Coll.	3	IV	4	25.9	4	31.7	23.		8.7	45	23	26.1	25.6
K A N S A S													
Allen County Community Coll.		IV	4	26.3	4	29.6	13.	79.	4.5	20	4	---	---
Barton County Community Coll		IV	4	24.6	5	28.0	14.	61.	4.1	37	38	26.9	22.3
Butler County Community Coll	25	IV	3	27.7	4	32.3	17.			74		---	
Central College		IV	5	16.5	5	21.3	29.		0.0	11	4	---	---
Cloud County Community Coll.	25	IV	2	32.5	2	37.6	16.			46		---	
Coffeyville Community Coll.	25	IV	3	27.8	4	32.1	16.			52		---	
Colby Community College	25	IV	3	27.3	4	31.6	16.			50		---	
Cowley County Comm. College	25	IV	2	30.7	3	35.5	16.			36		---	
Dodge County Community Coll.	25	IV	2	32.2	2	37.3	16.			53		---	
Fort Scott Community College	25	IV	3	29.7	3	34.4	16.			30		---	
Garden City Community Coll.	25	IV	3	29.4	3	34.0	16.			65		---	
Highland Community College	25	IV	4	24.2	5	27.7	15.	76.	4.1	23	14	25.3	22.2
Hutchinson Community College	3	IV	3	29.0	3	34.3	18.	87.	4.6	63	32	30.1	26.9
Independence Community Coll.	25	IV	2	30.1	3	34.8	16.			30		---	
Johnson County Comm. College		IV	1	35.3	2	41.1	17.		6.0	108	82	36.1	34.2
Kansas City Kans. Comm.Coll.		IV	2	31.4	2	36.9	18.		8.1	51	59	33.8	29.4
Labette Community College	25	IV	1	37.2	1	43.0	16.			36		---	
Neosho County Comm. College	25	IV	2	33.3	2	38.5	16.			32		---	
Pratt Community College	25	IV	3	29.3	3	33.9	16.			33		---	
Seward County Comm. College	4	IV	4	24.2	5	28.3	17.		6.4	26	15	25.3	22.3
K E N T U C K Y													
Midway College		IV	5	21.1	5	25.2	19.	17.		5	18	---	---
M A I N E													
Eastern Maine Voc.Tech.Inst.		IV	3	27.4	3	35.4	29.		11.7	37	20	27.9	26.4
Southern Maine Voc.Tech.Inst		IV	4	26.8	3	33.7	26.			64	28	27.0	26.3

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
MICHIGAN													
Ch. Stewart Mott Comm. Coll.		IV	1*	39.1	1	47.6	22.			121	71	39.8	37.9
Grand Rapids Junior College		IV	1	37.6	1	46.2	23.	93.	5.0	135	72	40.0	33.1
Lake Michigan College		IV	3	28.9	2	36.3	26.		4.3	35	24	29.4	28.1
Mid Michigan Community Coll.	89	IV	4	26.3	3	34.0	29.	89.		24	13	27.7	23.7
Montcalm Community College		IV	2	31.1	2	39.8	28.	74.	7.1	20	7	31.7	29.5
Schoolcraft College	3	IV	1*	40.9	1*	53.1	30.		6.0	83	36	41.2	40.2
Washtenaw Community College		IV	1*	40.8	1	48.7	19.	90.	6.0	88	37	42.1	37.9
MINNESOTA													
Anoka Ramsey Community Coll.		IV	1	39.0	1*	50.1	28.		12.0	38	25	39.6	38.2
Austin Community College		IV	1	38.9	1*	50.3	29.		11.1	21	7	41.3	31.7
Bethany Lutheran College		IV	4	26.8	3	34.6	29.	69.	0.6	12	4	---	---
Brainerd Community College		IV	1	35.2	1	45.9	30.		12.3	23	8	37.2	29.5
Fergus Falls Community Coll.		IV	1	35.7	1	46.6	31.		11.1	13	11	39.2	31.6
Hibbing Community College		IV	1	33.8	1	44.2	31.		12.6	20	14	35.7	31.0
Inver Hills Community Coll.		IV	1	38.7	1*	49.7	28.		12.0	36	20	39.4	37.6
Itasca Community College		IV	1	34.1	1	44.7	31.		13.8	24	15	36.1	30.8
Lke Wood Community College		IV	1*	39.4	1*	50.5	28.		11.4	50	20	39.5	39.1
Mesabi Community College		IV	1	37.5	1	48.6	30.		12.0	20	6	38.7	33.6
Minneapolis Community Coll.		IV	1	38.0	1*	48.9	29.		11.6	28	33	38.6	37.5
Normandale Community College		IV	1	37.5	1	48.2	29.		11.6	68	53	38.7	35.8
North Hennepin Comm. College		IV	1	37.9	1	48.8	29.		11.2	48	35	38.6	37.1
Northland Community College		IV	1	35.4	1	46.1	30.		11.9	12	6	38.0	30.1
Rainy River Community Coll.		IV	2	33.5	1	44.1	31.		12.6	18	6	34.8	29.7
Rochester Community College		IV	1	37.4	1	48.4	30.		11.8	46	30	40.3	33.0
Vermillion Community College		IV	1	35.2	1	45.9	30.		11.6	13	5	---	---
Willmar Community College		IV	1	36.9	1	47.7	29.		11.8	29	4	---	---
Worthington Community Coll.		IV	1	36.2	1	46.8	29.		12.4	16	6	38.3	30.7
MISSOURI													
Crowder College		IV	5	21.9	5	25.2	15.			52	18	22.1	21.5
East Central College		IV	4	26.7	4	31.6	18.	76.		35	16	27.9	24.1
Jefferson College		IV	4	26.5	4	30.9	17.	71.	5.2	61	28	26.9	25.5
Kemper Military School &Coll		IV	5	16.9	5	18.6	10.			4	3	---	---
Metropolitan Comm. Colleges	88	IV	2	31.9	2	38.0	19.	66.	4.8	152	93	34.0	28.5
Mineral Area College		IV	4	26.5	4	31.1	18.			32	24	27.7	24.9
Moberly Area Junior College		IV	5	21.6	5	25.6	18.	31.	2.5	14	18	23.2	20.4
North Central Missouri Coll.	97	IV	5	23.8	5	27.4	15.	55.	8.8	8	12	26.6	21.9
State Fair Community College		IV	5	22.1	5	25.3	14.		7.5	32	21	22.5	21.6
Three Rivers Comm. College	5	IV	5	23.2	5	27.1	17.	50.	7.2	30	22	23.9	22.3
MONTANA													
Miles Community College		IV	4	25.2	4	31.3	24.		0.0	9	8	25.9	24.3
NEBRASKA													
Central Community College	24	IV	5	20.9	5	26.5	27.	ALL	7.0	77	41	21.6	19.6
Mid-Plains Tech.Com.Col.Area	90	IV	4	25.9	4	32.2	24.			50	22	25.8	26.1
Northeast Community College		IV	5	23.8	4	30.0	26.		7.1	59	15	24.4	21.5
Southeast Community College	128	IV	4	24.5	4	30.7	25.		10.1	140	77	25.0	23.7
Western Nebraska Comm. Coll.	163	IV	5	23.5	4	29.2	24.			53	16	24.8	19.3
NEW MEXICO													
New Mexico Junior College		IV	3	28.6	4	32.9	15.		3.0	34	13	29.1	27.4
NORTH CAROLINA													
Alamance Community College		IV	4	25.4	4	31.5	24.		6.5	37	30	26.4	24.1
Anson Community College		IV	5	20.3	5	25.2	24.		6.9	16	8	19.4	22.2
Asheville-Buncombe Tech.Coll		IV	3	26.9	4	33.0	23.			48	32	27.7	25.7
Beaufort County Comm.Coll.		IV	5	23.1	5	28.9	25.			22	19	23.4	22.9
Bladen Community College		IV	5	21.1	5	26.1	24.		6.2	9	9	20.7	21.5
Blue Ridge Community College		IV	4	25.7	4	31.6	23.		5.8	25	16	26.0	25.2
Brunswick Technical College		IV	5	23.3	5	28.8	24.			7	12	23.5	23.2
Caldwell Comm.Coll.&Tech Ins		IV	4	25.7	4	31.6	23.			28	27	27.0	24.2
Cape Fear Technical Inst.		IV	3	27.6	3	33.8	23.			45	15	28.4	25.2
Carteret Community College	1	IV	5	23.0	5	28.4	23.		8.9	15	23	23.3	22.9
Catawba Valley Tech. College		IV	3	27.2	3	33.4	23.			39	24	27.6	26.4
Central Carolina Tech. Coll.		IV	4	25.2	4	31.1	23.			36	32	26.9	23.4

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) WOMEN

N O R T H C A R O L I N A - (CONT'D)

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) WOMEN
Central Piedmont Comm. Coll.		IV	3	29.5	2	36.3	23.		4.5	117	95	29.9	29.1
Cleveland Community College		IV	5	23.2	5	28.7	24.		5.0	34	19	23.5	22.6
Coastal Carolina Comm. Coll.		IV	4	26.6	4	32.7	23.			57	47	27.5	25.4
College of the Albenarle		IV	4	25.1	4	30.9	23.			29	18	25.0	25.2
Craven Community College		IV	4	26.2	4	32.3	23.			25	22	28.1	24.2
Davidson County Comm. Coll.		IV	2	30.8	2	37.7	22.			39	21	31.2	30.1
Durham Technical Institute		IV	4	26.7	4	32.8	23.			43	38	27.3	26.0
Edgecombe Technical College		IV	5	23.8	4	29.3	23.			13	25	25.7	22.8
Fayetteville Tech.Comm.Coll.		IV	3	27.3	3	33.6	23.			93	76	28.5	25.8
Forsyth Technical College		IV	3	28.5	3	35.0	23.			55	46	29.1	27.8
Gaston College		IV	4	26.5	4	32.6	23.			54	31	27.7	24.4
Guilford Technical Comm Coll	18	IV	4	24.7	4	30.5	23.		4.7	79	85	25.6	24.0
Halifax Community College		IV	5	21.0	5	26.2	25.			21	28	21.9	20.3
Haywood Technical College		IV	4	24.2	4	30.9	27.		5.2	43	20	24.1	24.4
Isothermal Community College		IV	4	24.6	4	30.3	23.			28	20	25.7	23.1
James Sprunt Comm. College		IV	5	22.5	5	27.8	24.			15	16	22.7	22.3
Johnston Community College		IV	5	22.4	5	27.7	24.			47	34	22.6	22.0
Lees-McRae College		IV	5	21.7	5	25.6	18.		5.5	25	17	22.1	21.1
Lenoir Community College		IV	4	24.6	4	30.4	23.			37	34	25.2	24.1
McDowell Tech. Comm. College		IV	5	21.8	5	27.1	24.		6.6	16	9	22.7	20.3
Martin Community College		IV	4	24.8	4	30.5	23.			16	10	25.1	24.3
Mayland Community College		IV	5	23.5	5	29.1	23.			15	12	24.6	22.3
Mitchell Community College		IV	5	23.9	4	29.5	23.			23	18	24.0	23.8
Montgomery Technical College		IV	5	20.7	5	25.7	24.			18	8	20.8	20.4
Montreat-Anderson College		IV	5	23.7	5	28.9	22.	32.	4.6	16	6	24.9	20.8
Nash Community College		IV	4	26.0	4	32.0	23.		4.8	17	15	27.1	24.7
Pamlico Technical College		IV	5	22.3	5	27.6	24.			4	3	---	---
Piedmont Technical College		IV	5	22.9	5	28.3	24.			20	15	22.9	22.7
Pitt Community College		IV	4	26.1	4	32.1	23.			38	43	27.4	24.9
Randolph Technical College		IV	4	24.3	4	29.9	23.			26	16	25.1	22.9
Richmond Community College		IV	3	26.9	4	33.1	23.		4.5	13	16	27.3	26.6
Roanoke-Chowan Tech. College	4	IV	5	24.1	4	30.2	25.		7.0	8	17	25.2	23.6
Robeson Community College		IV	4	24.9	4	30.7	23.			19	22	23.9	25.8
Rockingham Community College		IV	3	28.9	3	35.5	23.			26	17	28.2	30.1
Rowan Technical College		IV	3	27.9	3	34.2	23.			24	21	28.3	27.5
Sampson Technical College		IV	5	23.2	5	28.6	24.			12	21	24.0	22.7
Sandhills Community College		IV	3	28.3	3	34.7	23.			50	33	29.6	26.3
Southeastern Community Coll.		IV	5	23.9	4	29.5	23.			22	26	25.3	22.7
Southwestern Technical Coll.		IV	5	23.2	5	28.7	24.			20	28	24.9	22.0
Stanly Technical College		IV	4	25.7	4	31.6	23.			15	18	27.1	24.5
Surry Community College		IV	4	25.5	4	31.4	23.			43	17	25.8	24.9
Tri-County Community College		IV	5	20.6	5	25.5	24.			12	6	20.3	21.2
Vance-Granville Comm.College		IV	5	23.2	5	28.6	24.		5.0	23	28	25.1	21.6
Wake Technical College		IV	4	26.0	4	32.0	23.			69	54	26.5	25.3
Wayne Community College		IV	5	23.5	4	29.2	25.		5.0	46	35	25.5	20.8
Western Piedmont Comm. Coll.		IV	4	24.7	4	30.5	23.			32	24	25.6	23.5
Wilkes Community College		IV	3	27.5	3	33.7	23.			37	19	27.9	26.6
Wilson County Technical Inst		IV	4	25.8	4	31.8	23.			22	14	26.6	24.6

N O R T H D A K O T A

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) WOMEN
Bismarck State College		IV	3	28.1	3	35.1	25.	81.	0.0	61	18	29.0	25.1
North Dakota St.Sch.of Sci.		IV	4	26.6	3	33.6	26.	76.		129	26	27.0	24.6
North Dakota St.U.-Bottineau		IV	4	25.9	4	32.5	25.	65.	0.0	13	7	25.5	26.6
Univ. of N. Dak.-Lake Region		IV	4	25.1	4	31.8	27.	61.		17	6	25.6	23.5
Univ. of N. Dak.-Wilstn Ctr.		IV	3	27.9	3	34.4	23.			21	8	28.9	25.4

O H I O

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) WOMEN
Belmont Technical College	1	IV	3	27.4	4	32.7	19.		11.5	15	16	27.9	26.9
Central Ohio Technical Coll.		IV	4	25.5	4	32.3	27.	41.	5.8	20	24	26.7	24.5
Cincinnati Technical College		IV	3	28.2	2	36.6	30.	36.	7.7	78	53	29.8	25.8
Columbus State Comm. College		IV	4	26.4	4	32.6	24.	59.	7.4	101	86	26.3	26.5
Cuyahoga Comm. College Dist.	55	IV	1*	39.2	1*	49.1	25.	81.	5.1	193	129	41.6	35.6
Hocking Technical College		IV	3	29.2	2	36.3	24.		13.0	53	53	28.9	29.4
Lakeland Community College		IV	1	38.8	1	47.5	22.	84.		57	32	40.1	36.5
Marion Technical College		IV	4	26.4	3	33.3	26.			12	23	27.7	25.7
Terra Technical College		IV	3	26.9	2	36.4	35.	ALL	9.5	39	16	27.5	25.5

O K L A H O M A

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) WOMEN
Eastern Oklahoma State Coll.		IV	3	27.1	4	32.6	20.	52.	2.5	32	18	27.3	26.8
Rose State College	1	IV	3	28.4	3	34.6	22.	73.	6.9	81	61	28.8	28.0
Seminole Junior College		IV	4	26.0	4	30.2	16.	49.	5.5	26	15	27.3	23.9

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC		(10) AVERAGE SALARY BY SEX	
										MEN	WOMEN	MEN	WOMEN
OREGON													
Clackamas Community College		IV	2	30.7	2	41.3	35.	85.	5.3	74	51	31.1	30.1
Portland Community College		IV	2	32.3	1	44.5	38.	88.		215	145	33.0	31.3
SOUTH CAROLINA													
Anderson College		IV	4	25.4	4	31.1	22.	65.	1.8	25	24	26.2	24.6
Denmark Technical College		IV	5	22.7	5	27.3	20.			23	12	22.5	23.1
Spartanburg Methodist Coll.		IV	4	25.1	5	28.8	15.	46.		14	12	25.8	24.2
Spartanburg Technical Coll.		IV	5	24.0	5	28.7	20.			34	38	25.4	22.6
Sumter Area Tech. College	1	IV	5	23.9	5	28.6	20.		6.2	26	25	23.6	24.1
Tech. Coll.of the Lowcountry	134	IV	5	21.5	5	24.9	16.		5.5	20	18	20.9	22.3
Trident Technical College	136	IV	4	26.1	4	31.4	20.		5.5	86	57	26.8	25.1
TEXAS													
Alvin Community College	1	IV	2	32.4	2	37.4	15.	92.	3.1	69	34	32.7	31.7
Angelina College		IV	3	28.8	3	34.5	20.	70.		34	36	29.7	28.0
Austin Community College	38	IV	3	29.2	3	33.9	16.		8.3	115	83	29.7	28.5
Bee County College		IV	4	24.6	5	28.4	15.		2.6	41	48	26.6	23.0
Blinn College	42	IV	4	25.4	4	30.6	20.			66	46	26.8	23.6
Clarendon College		IV	5	24.0	5	28.9	20.	22.		19	8	25.1	21.5
College of the Mainland	5	IV	2	30.6	2	37.4	22.	64.		38	34	32.0	29.1
Cooke County College		IV	4	25.6	4	31.4	23.		6.2	29	28	26.4	24.8
Galveston College		IV	3	28.7	3	34.9	22.	55.	3.0	23	28	30.6	27.1
Grayson County College		IV	3	29.0	3	35.4	22.			46	42	29.9	28.1
Hill College	1	IV	4	26.4	4	30.3	15.	48.	5.5	29	13	27.1	24.8
Howard County Junior Dist.		IV	4	24.5	4	29.2	19.			26	38	25.7	23.7
Lee College		IV	1	36.2	1	44.4	23.			89	39	37.6	32.9
Midland College		IV	2	31.7	2	39.0	23.		4.2	48	23	31.7	31.8
Palo Alto College		IV	4	26.0	4	31.9	23.			18	17	26.0	26.0
Paris Junior College	1	IV	4	25.9	4	31.8	23.	61.	7.5	32	38	26.5	25.4
San Jacinto College	125	IV	3	29.7	3	35.2	18.			186	203	31.0	28.6
Texas Southmost College		IV	3	26.9	4	33.0	23.			88	56	27.2	26.5
Texas State Tech.Inst.-Hrlgn		IV	4	24.8	4	31.1	25.		5.5	122	37	25.4	22.7
Texas State Tech.Inst.-Waco		IV	4	25.0	4	30.9	24.		5.2	300	51	25.3	23.4
Trinity Valley Comm. College	138	IV	3	27.7	3	34.4	24.		2.0	59	43	28.1	27.1
Tyler Junior College		IV	3	29.9	3	35.2	18.		6.0	76	93	31.8	28.3
UTAH													
Coll.Eastern Utah San Juan		IV	4	25.1	3	33.5	34.	52.	2.4	36	16	26.7	21.5
Dixie College		IV	4	25.7	3	34.3	34.	44.		44	17	27.0	22.2
VIRGINIA													
Southern Seminary Jr. Coll.		IV	5	22.2	5	25.8	16.		11.5	5	10	---	---
WASHINGTON													
Bellevue Community College		IV	2	30.9	2	38.7	25.	81.		54	40	31.8	29.6
Centralia College	1	IV	3	28.8	3	36.2	26.	81.	2.7	38	15	28.8	28.9
Columbia Basin College		IV	3	29.5	2	37.1	26.	74.		55	27	30.2	28.0
Edmonds Community College	58	IV	3	28.9	3	35.6	23.	60.		60	37	29.1	28.6
Grays Harbor College		IV	2	30.9	2	38.2	24.	89.	4.5	35	9	30.9	30.7
Green River Community Coll.		IV	2	32.7	2	41.1	26.	89.		72	26	33.4	31.0
Olympic College		IV	2	32.0	2	40.2	26.	85.	8.0	62	25	32.0	31.9
South Puget Sound Comm.Coll.		IV	3	27.6	3	34.3	24.	70.		31	25	27.7	27.5
Tacoma Community College		IV	2	33.2	2	41.6	25.	79.	2.4	49	22	34.1	31.2
Walla Walla Community Coll.	159	IV	3	27.7	3	33.9	23.	ALL	3.5	59	40	28.0	27.1
Washington St.Comm.Coll.Dist	160	IV	3	28.1	3	35.9	28.	63.		220	117	29.5	25.4
Wenatchee Valley College		IV	3	27.1	3	34.4	27.	66.		34	19	27.9	25.7
WISCONSIN													
Chippewa Valey Tech. Coll.		IV	2	33.7	1	43.7	30.		5.1	109	60	33.4	34.1
Gateway Technical Institute	66	IV	2	31.7	2	38.5	22.		5.0	124	126	33.5	29.9
Mid-State Technical Inst.	91	IV	2	31.1	2	40.4	30.		4.0	47	38	33.1	28.6
Milwaukee Area Tech. College	93	IV	1*	39.6	1*	51.0	29.		4.0	365	264	40.0	39.0
Northeast Wis. Tech. College	99	IV	1	33.8	1	43.9	30.		4.0	126	59	34.2	33.0
WYOMING													
Casper College		IV	4	26.7	3	33.4	25.	67.	3.7	84	57	27.2	26.0

NOTES TO APPENDIXES I AND II

For the purpose of this survey 12-month salaries are converted to a standard academic-year basis. A factor of 9/11 (or 81.8 percent) is used except when an institution provides a different formula. The first twenty-four footnotes are used to indicate which formula has been used for a specific institution.

1. A factor of 75.0
2. A factor of 76.9
3. A factor of 80.0
4. A factor of 83.3
5. A factor of 85.7
6. A factor of 90.0
7. A factor of 86.0
8. A factor of 72.9
9. A factor of 84.8
10. A factor of 86.4
11. A factor of 86.9
12. A factor of 90.9
13. A factor of 92.3
14. A factor of 87.5
15. A factor of 91.7
16. A factor of 91.1
17. A factor of 76.3
18. A factor of 76.6
19. A factor of 78.0
20. A factor of 71.4
21. A factor of 82.2
22. A factor of 83.0
23. A factor of 94.7
24. A factor of 84.2
25. Data shown under Men are for men and women combined.
26. *University of California*—Data do not reflect a 3 percent salary increase effective June 1, 1989. Also see standard footnote 7.
27. *University of Hawaii System*—Actuarial valuations are prepared annually to determine state's contributions as required by law. This year, contribution is 2.3 as opposed to 11.3 percent for 1987-88.
28. *SUNY*—Salary increases for continuing faculty reflect a 5 percent increase for 1988-89 plus merit increases for both 1987-88 and 1988-89 (approximately 1 percent each year). Data published in 1987-88 did not reflect the merit increases not awarded when data were submitted.
29. The retirement component does not include the contribution made for unfunded retirement liability.
30. The compensation figures also include a portion of the employee's contribution to the Federal Social Security Program which is paid by the state (5.85 percent of the first $16,500 of salary).
31. A factor of 9/12 (or 75.0 percent) was used to convert 12-month salaries to the standard academic year basis. Also, see footnote 30.
32. Data also include the Health Science Center faculty excluded in previous years. See footnote 28.
33. *Air Force Institute of Technology*—Fringe benefits have been estimated based on information provided in previous years.
34. *Alderson Broaddus College*—Data include Nursing faculty.
35. *Alverno College*—After five years of employment, faculty are granted "continuous employment" rather than "tenure."
36. *American University*—Annual raises become effective at the start of the spring semester; therefore, the figures shown include one-half the annual raise.
37. *Antioch University*—Data also include Antioch College, Antioch Philadelphia, Antioch Western Region, Antioch New England.
38. *Austin Community College*—Data also include Rio Grande, Ridgeview, Riverside, Rutherford, Southwest Center, and Reagan campuses. A factor of 75.0 percent was used to convert 12-month data to standard academic year basis.
39. *Ball State University*—Faculty assigned to the Burris Laboratory School previously included are excluded.
40. *Bennington College*—Data published in the 1987-88 Annual Report were erroneous. Average salary and average compensation should have been 27.2 and 32.4.
41. *Bentley College*—The salary increase for continuing faculty averaged 9.51 percent.
42. *Blinn College*—Data include Brenham, Bryan, College Station, and Bastrop campuses.
43. *Caribbean University College*—Data also include Bayamon, Carolina, Vega Baja, and Ponce campuses.
44. *Cayoga County Community College*—The salary increase for 1988-89 was still under negotiation at time of submission.
45. *Clarion University of Pennsylvania*—Data include main campus in Clarion, Branch and Venango campuses. See footnote 29.
46. *Clinton Community College*—Data do not reflect 1988-89 salary increase under negotiation at time of submission.
47. *Cochise College*—Data include Douglas and Sierra Vista campuses.
48. *College of Southern Idaho*—Data shown under Men are for men and women combined.
49. *Columbia University*—Data do not include 12-month Applied Science faculty.
50. *Community College of Allegheny County*—Data include Allegheny, Boyce, South and Center-North campuses.
51. *Connecticut State Technical Colleges*—Data include Greater New Haven, Hartford, Thames Valley, Waterbury State Tech Colleges and apply to day division only.
52. *Cornell University (Endowed Colleges)*—Data include the College of Architecture, Art & Planning, Arts & Sciences, Engineering, School of Hotel Administration, Law School, Johnson Graduate School of Management, and African Studies and Research Center.
53. *Cornell University (Statutory Colleges)*—Data include Agricultural and Life Sciences, Human Ecology, Industrial and Labor Relations, and Veterinary Medicine.
54. *Crichton College*—Formerly known as Mid South Bible College.
55. *Cuyahoga Community College District*—Data include Eastern, Metropolitan, and Western campuses.
56. *Daytona Beach Community College*—Data include Daytona Beach, West, South, and Flagler/Palm Coast campuses.
57. *Eastern Iowa Community College District*—Data include Scott, Muscatine, and Clinton Community Colleges.
58. *Edmonds Community College*—Data do not reflect the 1988-89 increase in salary.
59. *Erie Community Colleges*—Data include the North, South, and City campuses.
60. *Fairleigh Dickinson University*—Data include Rutherford, Teaneck and Madison campuses and Williams College. See footnote 4.
61. *Florida Community College at Jacksonville*—Data include South, North, Downtown and Kent campuses.
62. *Fontbonne College*—Data include Chrysler Plant in Fenton and O'Fallon faculty.
63. *Fordham University*—Data also include Rose Hill, Bronx, Lincoln Center, Manhattan, and Marymount Tarrytown campuses.
64. *Friends World College*—Data include Huntington, N.Y., Kyoto, Japan; London, England; Bangalore, India; San Jose, Costa Rica; Machakios, Kenya; and Jerusalem, Israel.
65. *Gallaudet College*—Data also include Northwest campus.
66. *Gateway Technical College*—Data include Kenosha, Racine, and Elkhorn campuses.
67. *Wallace State Community College, Selma*—Data also include the Selma Extension in Clinton. See footnote 1.
68. *Grace Schools, Inc.*—Data include Grace Theological Seminary and Grace Seminary West campus, Long Beach, Calif.
69. *Grossmont/Cuyamaca Community College District*—Data include Grossmont and Cuyamaca campuses. The salary does not reflect the 1988-89 salary increase. See footnote 4.
70. *Hamline University*—Data do not include Law School faculty.
71. *Houghton College*—Data also include Buffalo suburban campus.
72. *Idaho State University*—Data also include the Vocational-Technical Education faculty.
73. *Indian Hills Community College*—Data include Ottumwa, Ottumwa Airport, and Centerville campuses.
74. *Indiana University of Pennsylvania*—Data include Indiana, Punxsutawney and Armstrong campuses. The retirement component does not include the contribution made for unfunded retirement liability.
75. *Indiana Wesleyan University*—Formerly known as Marion College.
76. *Iowa Valley Community College District*—Data include Ellsworth and Marshalltown Community Colleges.
77. *Kern Community College District*—Data include Bakersfield, Cerro Coso Community and Porterville Colleges.
78. *Tennessee State University*—Data also include the Avon N. Williams campus.
79. *Lincoln College*—Data include Lincoln, Normal, Pontiac campuses and Dwight and Logan Correctional Centers.
80. *Linfield College*—Data include Portland campus.
81. *Long Island University*—Data include C.W. Post, Brooklyn, Southampton, Brentwood, and Rockland campuses.
82. *Los Angeles College of Chiropractic*—Data also include the satellite clinics.
83. *Louisiana State University and A&M College*—Data also include the Hebert Law Center faculty.
84. *Loyola Marymount University*—Data include main campus and Loyola Law School.
85. *Manatee Community College*—Data include Bradenton and South campuses. See footnote 20.
86. *Massasoit Community College*—Data include Brockton and Canton campuses. Benefits have been estimated.
87. *Mercy College*—Fringe benefits have been estimated.
87. *Metropolitan Community Colleges*—Data include Longview, Maple Woods, and Penn Valley Community Colleges.
89. *Mid-Michigan Community College*—Salary increase for 1988-89 still under negotiation at time of submission.
90. *Mid-Plains Technical Community College Area*—Data include Mid-Plains and McCook Community Colleges.
91. *Mid-State Technical Institute*—Data also include Marshfield and Stevens Point Campuses.

92. *Middlesex Community College*—Data include Bedford, Burlington, North and Lowell campuses.
93. *Milwaukee Area Technical College*—Data include the Main campus at Milwaukee, South, North, and West campuses.
94. *Mohawk Valley Community College*—Data include Utica and Rome campuses.
95. *National College*—Data do not reflect 1988-89 salary increase still under negotiation at time of submission.
96. *National College of Education*—Data include Evanston, Chicago, Lombard, Ill., St. Louis, Mo., Beloit, Brookfield, Wis., McLean, Va., and Tampa, Fla. campuses.
97. *North Central Missouri College*—Formerly known as Trenton Junior College.
98. *North Shore Community College*—Data also include Beverly and Lynn campuses.
99. *Northeast Wisconsin Technical College*—Data include Green Bay, Marinette, and Sturgeon Bay campuses.
100. *Norwalk Community College*—Data also include J.M. Wright Technical School.
101. *Maricopa Community College District*—Data include Phoenix, Glendale, Gateway, Mesa, Scottsdale, Rio Salado, and South Mountain campuses.
102. *Norwich University*—Data also include Vermont College and Military College of Vermont.
103. *Ohio Northern University*—The 1987-88 average salary for Professor, Associate, Assistant, Instructor and All Ranks were: 37.3, 30.6, 26.7, 22.7, and 31.3, respectively. The information submitted on time should have been included in the 1987-88 Annual Report.
104. *Ohio State University (Mansfield)*—The 1987-88 average salary for Associate, Assistant, and All Ranks including that of Professor and Instructor were 34.7, 29.3, and 31.6, respectively. Fringe benefits as a percentage of average salary = 21 percent (printing error on p. 52).
105. *Oklahoma Panhandle State University*—Data shown under Men are for men and women combined.
106. *Pace University*—Data include New York City, Pleasantville, Briarcliff and White Plains but exclude the Law School previously included.
107. *Pellissippi State Technical Community College*—Formerly known as State Technical Institute, Knoxville.
108. *Pennsylvania State University IIA Campuses*—Data include Erie, Behren, and Harrisburg Capital College, and Great Valley Graduate Center. See footnote 29.
109. *Pennsylvania State University III Campuses*—See footnote 29—Data include Allentown, Altoona, Beaver, Berks, Delaware, DuBois, Fayette, Hazelton, McKeesport, Mont Alto, New Kensington, Ogontz, Schuylkill, Schenango Valley, Wilkes-Barre, Worthington, Scranton, and York.
110. *Pfeiffer College*—Data include Misenheimer and Charlotte campuses.
111. *University of Kentucky*—Community College System—Data include nine campuses.
112. *Pima County Community College*—Data also include West, Downtown, and East campuses.
113. *Point Loma Nazarene College*—Data include Point Loma and Pasadena campuses.
114. *Polk Community College*—Data include Winter Haven and Lakeland campuses.
115. *Providence College*—Data apply to lay faculty only.
116. *Redwoods Community College District*—Data include Eureka, Mendecino, and Del Norte campuses.
117. *Rockhurst College*—Data apply to lay faculty only. The 1987-88 average salary for the rank of associate published in last year's Annual Report should have been $30.7 for men, $29.8 for women, and $30.5 for men and women combined.
118. *Roger Williams College*—Bristol and Providence campuses. See footnote 13.
119. *Rollins College*—Data include Winter Park and Brevard campuses.
120. *Saint Joseph's College (Ind.)*—Data apply to lay faculty only.
121. *St. Peter's College*—Data also include branch campus in Englewood Cliffs.
122. *Salem Community College*—Data do not reflect 1988-89 salary increase which was still under negotiation at time of submission.
123. *Salt Lake Community College*—Data also include Riverside. See footnote 3.
124. *San Diego Community College District*—Data include San Diego City, Mesa, and Miramar Colleges, Continuing Education Centers, and Educational Cultural Complex faculty.
125. *San Jacinto College*—Data include Central, North, and South campuses.
126. *Seton Hall University*—Data do not include the Law School.
127. *Raritan Valley Community College*—Formerly known as Somerset County College.
128. *Southeast Community College*—Data include Beatrice, Lincoln, and Milford campuses.
129. *Southern College of SDA*—Data include Collegedale, Tenn., and Orlando, Fla. campuses.
130. *Springfield Technical Community College*—Salary increases for continuing faculty in column 8 reflect two-year increment.
131. *John B. Stetson University*—Data include DeLand and St. Petersburg campuses.
132. *Sul Ross State University*—Data also include Alpine and Uvalde campuses. See footnote 31.
133. *Syracuse University*—Data also include College Center of the Finger Lakes, Mid-Hudson, Rome, and Endicott-Owego Graduate Centers.
134. *Technical College of the Lowcountry*—Formerly known as Beaufort Technical College. Data also include Hampton Extension and Hilton Head Center.
135. *Transylvania University*—Substantial supplements for excellence in teaching not included in salary but are reflected in compensation.
136. *Trident Technical College*—Data also include Berkeley Trident and Palmer campuses. See footnote 1.
137. *Suffolk County Community College*—Data do not reflect 1988-89 salary increases under negotiation at time of submission.
138. *Trinity Valley Community College*—Data include Henderson-Athens, Anderson County-Palestine, Kaufman County-Terrell, Health Science Center-Kaufman.
139. *Troy State University*—Data also include Phenix City campus.
140. *Tufts University*—Data include the Fletcher School of Law and Diplomacy, the Dental School, the School of Veterinary Medicine, and the College of Arts and Sciences.
141. *Union University (Tenn.)*—Data also include Union University Baptist Memorial Hospital, Memphis, Tenn.
142. *University of Alabama at Birmingham*—Data apply to the University College Division.
143. *University of Alaska, Anchorage*—Data include Anchorage campus, Kenai Peninsula, Kodiak, Matanuska-Susitna Colleges, and rural education centers at Adak and Shemya.
144. *University of Alaska, Fairbanks*—Data include Fairbanks campus, Aleutians Centers, Bristol Bay, Chukchi, Interior, Kuskpkwim, and Northwest campuses.
145. *University of Alaska Southeast*—Data include the Juneau, Ketchikan, and Sitka campuses.
146. *University of Denver*—Average compensation published in the 1987-88 Annual Report did not include benefits. Average by rank: 52.8, 40.3, 33.9, 31.0, and 42.7 for Professor, Associate, Assistant, Instructor, and All Ranks Combined, respectively.
147. *University of Detroit*—Data also include McNichols, Renaissance, and Clarkston campuses.
148. *University of Lowell*—Data do not include a 3 percent merit increase and other adjustments effective January 1989.
149. *University of Massachusetts*—Data do not reflect a 2.6 percent merit pool retroactive to September 1988. Total major benefits do not include dollar value of tuition waivers.
150. *University of Miami*—Data include Coral Gables and Key Biscayne (ASMAS) faculty.
151. *University of Nebraska (Omaha)*—The percent increases for continuing faculty published in the 1987-88 Annual Report are erroneous and should have been 3.8, 4.5, 4.4, and 8.0, respectively.
152. *University of the Pacific*—Data also include School of Dentistry and McGeorge School of Law.
153. *University of South Florida*—Data include Tampa, St. Petersburg, Lakeland, Sarasota, and Ft. Myers campuses.
154. *University of Puget Sound*—Data include Law School.
155. *University of Rhode Island*—Data also include Narragansett Bay campus.
156. *University of South Alabama*—Data also include Baldwin County campus.
157. *University of Tennessee*—Data also include the University Space Institute.
158. *Urbana University*—Data include Columbus, Dayton, Marysville, and Urbana campuses.
159. *Walla Walla Community College*—Data include Walla Walla, Clarkston, and Washington State Penitentiary campuses.
160. *Washington State Community College District*—Data include Spokane and Spokane Falls Community Colleges.
161. *West Virginia Northern Community College*—Data include Wheeling, Weirton, and New Martinsville campuses. See footnote 1.
162. *Western Conservative Baptist Seminary*—Data also include Bay Area Center and Western/Phoenix. See footnote 8.
163. *Western Nebraska Community College*—Data include Scottsbluff and Sidney campuses. See footnote 17.
164. *Whittier College*—Data also include the Whittier College of Law.
165. *Yavapai College*—Data include Prescott and Verde campuses.

SUPPLEMENTARY TABLES

The following tables may be ordered directly from Maryse Eymonerie Associates, P.O. Box 7893, Hilton Head, South Carolina 29938. Prepaid orders only. Minimum order—three tables.

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Rates effective through December 31, 1989. Dues are tax-deductible except for $6.50 attributable to *Academe*.

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(One may not hold *graduate student* membership if eligible for *active* membership.)

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[1] "Approved institution" means one on the accredited or candidate for accreditation lists of the established regional or professional accrediting agencies, subject to modification by action of the Association. A member may change occupation or transfer to an institution not on the Association's approved list without affecting eligibility for continuance of membership.

UPDATE

Association News and Developments in Higher Education

Curran Case: Court Finds No Breach of Contract

In an opinion handed down on February 28, Judge Frederick Weisberg of the Superior Court for the District of Columbia concluded that the board of trustees of Catholic University of America did not breach the university's contract with Professor Charles E. Curran. Professor Curran had initiated litigation after being banned by the board from teaching Catholic theology because of the Vatican's declaration that he was "unsuitable" and "ineligible" to do so [see *Academe*, May–June 1988, pp. 3–4, July–August 1988, pp. 4–5, and November–December 1988, pp. 5–6].

"The conflict between the university's commitment to academic freedom and its unwavering fealty to the Holy See is direct and unavoidable," noted Judge Weisberg in his decision. "On such issues, the university may choose for itself on which side of that conflict it wants to come down, and nothing in its contract with Professor Curran or any other faculty member promises that it will always come down on the side of academic freedom."

Professor Curran, commenting on the ruling, issued the following statement: "I have lost, but the university, its faculty, and students may have lost more than I. The court's opinion confirms what the university has asserted in this case: full academic freedom, as understood in American higher education, does not now exist at Catholic University. That conclusion strikes at the heart of the university's character as an American university."

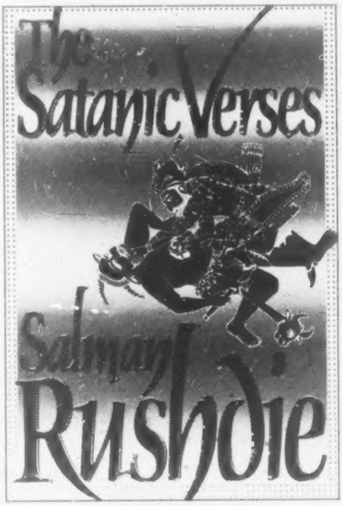
"I learned the meaning and importance of academic freedom from my colleagues at Catholic University in the 1960s," the statement continued, "and I will always remain grateful for the support of fellow faculty members and students who have stood for the same principle."

Professor Curran announced that he would not appeal the judge's ruling. "I have fought for academic freedom at Catholic University for more than twenty years," he said. "I have lost. As far as I am concerned, this was the last

At the height of the controversy surrounding embattled author Salman Rushdie and his novel, The Satanic Verses, *AAUP President Carol Simpson Stern issued the following statement:*

Jerry Bauer

Salman Rushdie



The world has witnessed an extraordinary outpouring of hatred directed at the English author, Salman Rushdie, and his novel, *The Satanic Verses*. The book has been burned in public, a bounty has been placed on the author's head by the leaders of Iran, and thousands have taken to the streets, resulting in deaths and injuries, to decry what they believe is the novel's blasphemy of Muhammed, founder of Islam.

Publishers in various countries have halted publication of the book, Mr. Rushdie's planned visit to the United States has been cancelled because of threats against him and his American publisher, and Mr. Rushdie has been forced to seek twenty-four-hour protection by the police. The assault against this book and its author is without modern parallel.

The American Association of University Professors, since its founding in 1915, has been committed to preserving and advancing principles of intellectual freedom in this nation's colleges and universities. Our concern for intellectual freedom does not stop at the campus border or the water's edge.

The violent threats heaped upon this author and his publishers can also be turned against universities and their faculty members who wish to order the book for campus libraries or bookstores, include it on reading lists, or discuss it with students.

We are outraged by what has happened to Mr. Rushdie and *The Satanic Verses*. In the view of the AAUP, those governments that have banned Salman Rushdie's book, publishers who have stopped its publication, and booksellers who have suspended its sales, have dishonored themselves in turning to censorship. They have acted in a manner that panders to intolerance and intimidation on a grand scale. No society can justify, nor should it tolerate, the burning of a book or the threat to do physical harm to its author. The proper response to a government that proposes a bounty for the murder of the author of some book it finds offensive is not to suppress the book. The proper response is to give that book such safe sanctuary as will make clear the futility of trying to kill ideas by killing authors and burning their books. The AAUP calls upon governments, publishers, and booksellers to support the freedom of every author to live and to write in a world unafraid of the free expression of ideas.

battle. I will not appeal the court's decision and I will leave it to others to judge its significance. I will move on." Professor Curran plans to remain at the University of Southern California, where he has been a visiting professor since September, for the 1989–90 academic year.

The AAUP is proceeding with its investigation of the academic issues raised by Professor Curran's case. The *ad hoc* investigating committee is scheduled to visit Catholic University to meet with the principal parties in early April.

Court Finds Constitutional Protection for Grading

In a ruling that breaks new ground in finding some constitutional protection for faculty members' grading responsibilities, the U.S. Court of Appeals in Cincinnati unanimously ruled that an academic dean had acted unlawfully in forcing a professor to change a grade that the professor had assigned to a student.

The decision places a professor's right to assign a grade under the First Amendment's protection for academic freedom, a decision the AAUP had urged in an *amicus* brief. "Because the assignment of a letter grade is symbolic communication intended to send a specific message to the student," the ruling states, "the individual professor's communicative act is entitled to some measure of First Amendment protection." In previous cases, courts have not endorsed arguments from professors who charged that administrators unlawfully interfered with their grading prerogatives.

The case, *Parate v. Isibor,* involves a dean who insisted that a professor change a grade while refusing to allow the professor to note in the necessary paperwork that the grade was being changed at the dean's direction. Details of the controversy are reported in an AAUP investigating committee's report, "Academic Freedom and Tenure: Tennessee State University" (*Academe,* May–June 1987, pp. 39–44).

After the professor's appointment was not renewed, he brought suit alleging that his First Amendment rights had been violated. The federal district court granted summary judgment in favor of the university, ruling that while teaching methods are protected by the Constitution, grading bears no relationship to teaching methods. The AAUP attacked this conclusion in an *amicus* brief and in oral argument by AAUP Counsel Ann H. Franke before the three-judge panel last October.

Although the court's February 1989 ruling recognized constitutional protection for grading, the court did not conclude that an administrator can *never* change a grade. The university argued that its institutional academic freedom encompasses supervision of faculty grading practices and therefore overrides the professor's individual academic freedom. The court partially agreed, concluding that if the administrators had considered the grade improper, they could have changed the grade themselves. But by forcing the professor to make the change, the court said, the administrators "chose a means to accomplish their supervisory goals that was unduly burdensome and constitutionally infirm" and compelled the professor to violate his own judgment.

Despite the court's indication that administrators may change grades without violating the Constitution, the ruling offers no guidance on whether administrators would be wise to do so. Stated institutional policies in many cases preclude grade changes by administrators, consistent with the position of Committee A on Academic Freedom and Tenure that no grade may be

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changed without faculty authorization. Also weighing against grading decisions by administrators is a 1985 Supreme Court decision stating that courts will defer to the faculty's professional judgment in matters of student evaluation.

To Our Readers:

National Travel, Inc. advertised hotel discounts to AAUP members in our May-June 1988 and July-August 1988 issues. Complaints have come in from several readers who paid for, but did not receive, services from the company. Others who have experienced difficulty after responding to the National Travel, Inc., advertisement are invited to contact Ann Franke in the AAUP Washington office.

Administrative Salary Survey Released

Administrative salaries for the 1988-89 academic year increased an average of 5.3 percent, according to a recent survey by the College and University Personnel Association (CUPA). This figure is greater than the inflation rate of 3.9 percent, as measured by the consumer price index, but less than average faculty salary increases for the same period, which AAUP estimates at 6.8 percent in the annual salary survey found in this issue of *Academe*.

This year, for the first time, the CUPA survey is organized by type of institution and budget size, much like the AAUP salary survey, making comparisons between faculty and administrative salaries at similar institutions possible. John Toller, Director of Personnel at the University of Connecticut and co-author of the CUPA survey, stressed that the CUPA and AAUP surveys should be seen as complementary. "Groups like ourselves have to see the world as more than the narrow constituency we serve," he said. "There are linkages between faculty and administrative salaries, and by allowing easier comparison with faculty salaries, we're able to look at the whole employee population."

According to the CUPA report, the highest paid administrators are medical deans, who average $143,200 per year. Medical-center chiefs come in second at $109,700. Rounding out the top five earners are deans of dentistry at $103,629, deans of law at $100,500, and deans of public health at $95,299.

"It's notable that if you look at the past five-year history, you see some real growth in salaries," said Toller, "beyond just the rate of inflation. In the past five years, average salary increases have exceeded the CPI by 8 percent." But Toller is most interested in the "variability [of salary] from one year to the next by job family." Toller contends that because most college and university budgets are, in effect, a "fixed pie," administrators must of necessity use a system of rotating raises. "To put more into faculty salaries," he said, "you just have to take it away from administrators."

The 1988-89 Administrative Compensation Survey is available from CUPA, 1233 20th Street, N.W., Suite 503, Washington, D.C. 20036. Prices are $55 for CUPA members, $140 for nonmembers who participated in the survey, and $250 for all others.

ACE Issues Handbook on Strategies to Increase Minority Participation

The American Council on Education has released a handbook containing a comprehensive strategy by which col-

PENNSTATE
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VICE PROVOST

The Pennsylvania State University invites applications and nominations for the position of Vice Provost. The Vice Provost will report directly to the Executive Vice President and Provost. Responsibilities include planning, developing, coordinating, articulating and advocating the University's goals, policies and procedures pertaining to equal opportunity for underrepresented students, faculty and staff.

The position's academic leadership role includes fostering further development of racial/ethnic and women's studies; promoting international exchange and study abroad programs for underrepresented students, faculty and staff; enhancing and expanding existing programs of minority faculty exchanges with other institutions; promoting the enhancement of art, library, audiovisual, film and other collections of significance to racial/ethnic minorities and women; and developing leadership seminars for underrepresented students, faculty and staff.

The position's support services leadership role includes assuming administrative responsibility for the University's Equal Opportunity Planning Committee, the Commission for Women and the Commission on Racial/Ethnic Diversity; developing and coordinating plans to implement recommendations for achieving University goals with respect to underrepresented groups; serving in a coordinating capacity with respect to minority affairs activities and women's affairs units across the University; and initiating and monitoring strategic outreach programs and activities to meet all racial/ethnic minorities at locations throughout Pennsylvania.

It is expected that candidates' qualifications will include effective communication and organizational skills; excellent interpersonal skills, including **demonstrated abilities to function across racial, cultural and gender barriers;** understanding and support of the University's multiple missions and its commitment to cultural diversity and women's equity; the ability to function effectively in a senior administrative position in a complex, comprehensive University; and the credentials and experience for a senior faculty appointment.

The search committee will review applications in April and continue to receive them until a candidate is selected. Nominations and letters of application accompanied by a curriculum vitae and other supporting materials should be mailed to:

Dr. Vasundara V. Varadan
Chair, Vice Provost Search Committee
201 Old Main, Box-UP
The Pennsylvania State University
University Park, PA 16802

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Women and Minorities Encouraged to Apply

leges and universities can help reverse the trend of declining minority participation in higher education. Entitled *Minorities on Campus: A Handbook for Enhancing Diversity,* the book emphasizes a campus-wide approach to increasing minority participation.

The handbook is a follow-up to an earlier report, *One-Third of a Nation,* which issued a challenge to every sector of society to improve minority participation in American life. That report, by ACE's Commission on Minority Participation and Education in American Life, was prepared partly in response to a string of racial incidents at colleges and universities during the spring of 1987, according to ACE Senior Scholar Reginald Wilson. "It had become clear that we were talking about something more pervasive in higher education than just a few incidents," he said.

Minorities on Campus is intended to help institutions improve the participation of minorities in higher education, and is designed for all members of the campus community who are directly or indirectly involved in improving recruitment and retention of minority students, faculty, and administrators. The handbook offers ideas for recruitment and retention specifically targeted at minority undergraduates, graduate and professional students, administrators, and faculty; suggestions on ways to create a campus climate that will welcome and nurture minority group members; advice on interactions between teachers and students; and strategies for designing a curriculum that encourages minority participation.

Copies of the handbook are available at a cost of $17.50 each (prepaid) from the American Council on Education, Publications—Department M2, One Dupont Circle, N.W., Washington, D.C. 20036.

Collective Bargaining Summer Institute Scheduled

The eighth annual AAUP Collective Bargaining Summer Institute will be held on the Western Connecticut State University campus in Danbury, Connecticut, from July 20 through July 23, 1989.

The institute will feature training sessions in four areas of chapter management: chapter leadership, negotiations, contract and grievance administration, and advanced arbitration. In addition to presentations by practitioners in the field, there will be opportunities for analysis of actual cases, group preparation, and consultation.

For additional information, contact the AAUP Washington office.

Student Costs Rise at Public Institutions

College costs for in-state undergraduate students attending state colleges and universities rose 6.3 percent in 1988, up from 5.4 percent in 1987, according to a recent survey by the American Association of State Colleges and Universities (AASCU) and the National Association of State Universities and Land-Grant Colleges (NASULGC). The increase surpassed the 1988 inflation rate of 4.4 percent reported by the Consumer Price Index.

The survey described the costs of attending more than 500 AASCU and NASULGC-member institutions, which comprise over 90 percent of the nation's publicly assisted, four-year colleges and universities. The survey found that in-state undergraduates paid an average of $4,397 for tuition, fees, and room and board in fall 1988, $302 more than in fall 1987.

In accounting for the increase, the survey's authors said that institutions most frequently cited faculty salaries and equipment and facilities replacement. "Eighty-seven percent of public four-

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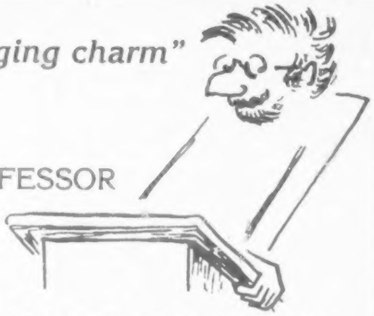

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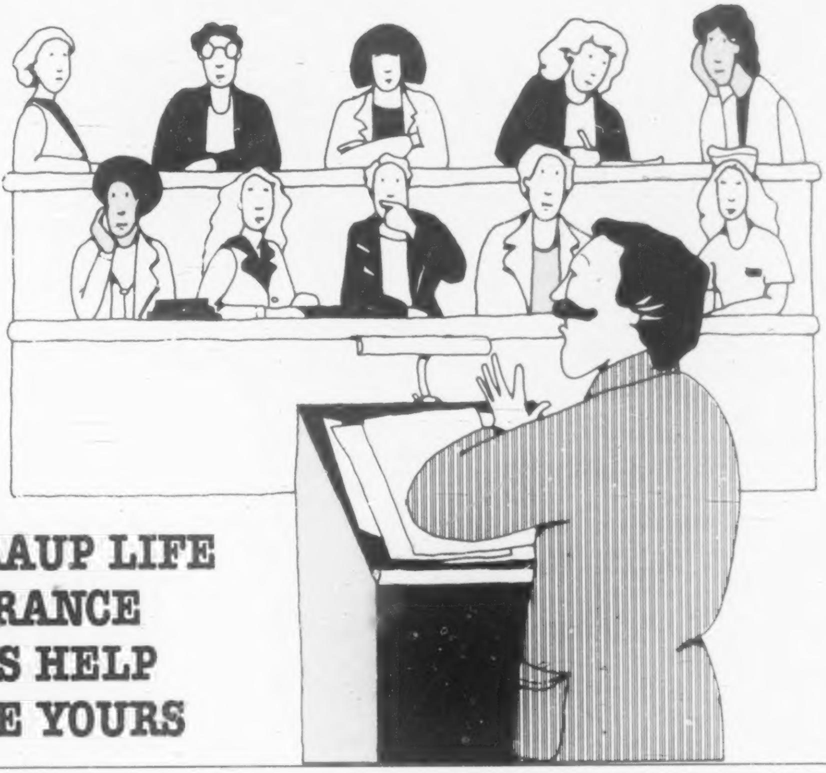

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year institutions reported that financing computer equipment and operations was consuming a larger share of institutional budgets. A similar finding was reported by 65 percent of respondents concerning faculty salaries," they reported. Some institutions blamed increased costs on the hiring of new faculty in response to growing enrollments and stiffer academic requirements. Other factors cited include legislative action regarding tuition and cost, general cost increases, the demand for institutionally funded student aid, and the pressures arising from increasing enrollments and decreasing appropriations.

"The higher overall rate of increase for student charges this year reflects a shifting balance in the share of costs paid by students, their parents, and public resources," noted the survey's authors. They cited a recent survey by the State Higher Education Executive Officers in which 50 percent of the respondents agreed that states are purposefully increasing tuition and fees in order to increase the 25 to 33 percent share of costs already carried by students. Some states, however, are moving in the opposite direction. The Ohio Board of Regents recently proposed a reduction in the share of costs borne by students and their families from 41 percent to 35 percent by 1991.

Although the price of attending college has risen overall, the survey's authors said that "some public institutions are rolling back tuition and fees for in-state undergraduates . . . reflect[ing] changes in tuition/cost relationships, efforts to maximize access, changes in appropriations to public institutions, and conversion to flat tuition and fee rates for full-time students from per-credit hour rates." The survey reported that some 67 undergraduate programs and 73 graduate programs managed to hold charges constant from 1987 to 1988, while half of the colleges and universities surveyed increased tuition and fees by less than 5 percent. Fourteen institutions, the survey found, actually lowered prices.

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Advertising rate for Academic Vacancies is thirty-five cents per word for regular classified advertisements; the rate for advertisements set in large type or enclosed in boxes is twenty dollars per column inch. Send advertisements to Academic Vacancies, AAUP, Suite 500, 1012 14th Street, N.W., Washington, D.C. 20005. Notices are accepted only from Equal Opportunity/Affirmative Action employers and from institutions not on the Association's list of Censured Administrations.

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Investigations by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges, and more than 100 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the January-February 1986 issue of *Academe*.

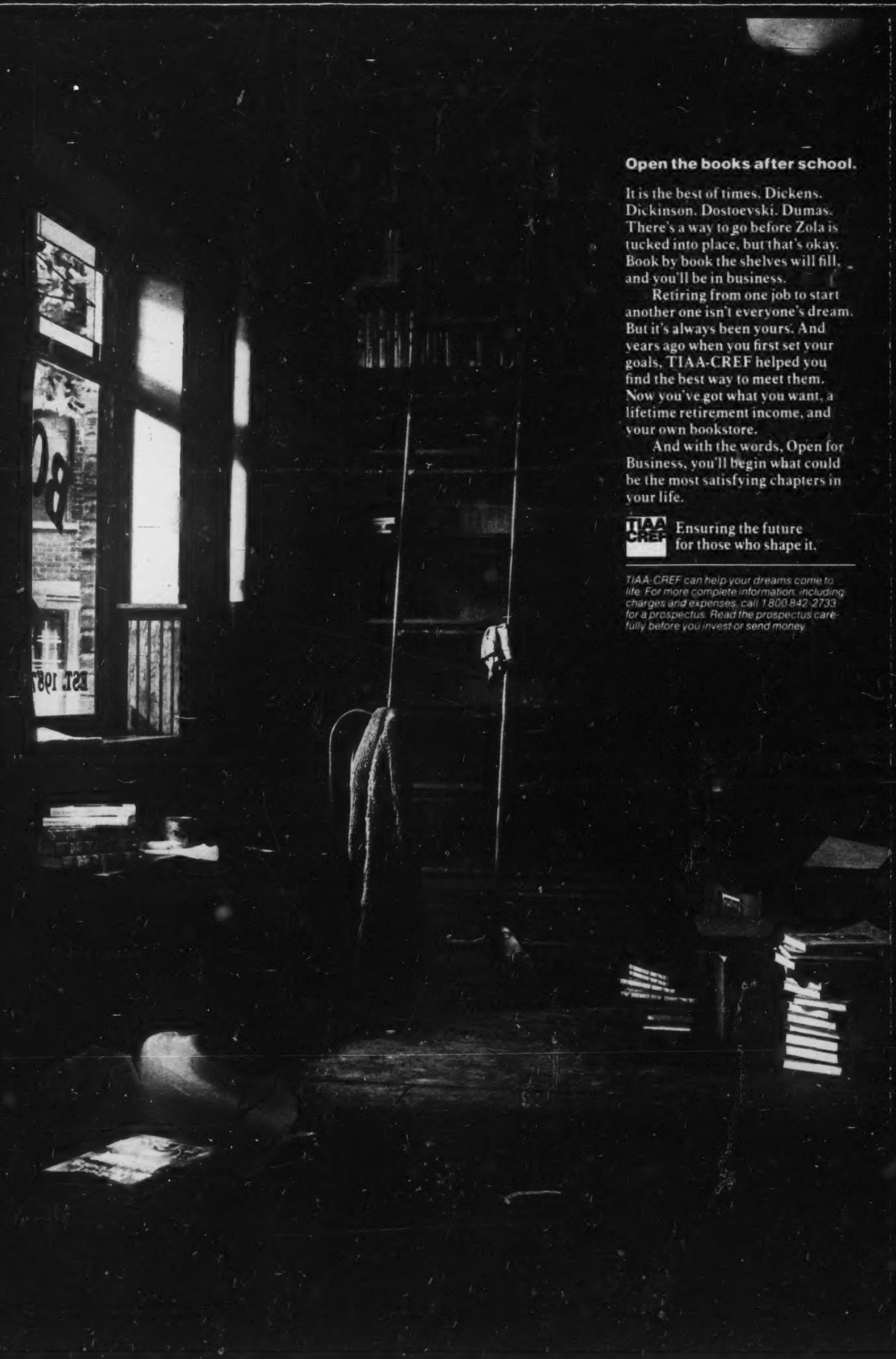
This list is published for the purpose of informing Assocition members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its memers; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from the Association's Washington office and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the parenthesized *Bulletin* or *Academe* citations following each listing. Reference should also be had to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*.

South Dakota State College and Universities under South Dakota Board of Regents (September, 1961, 247-55) 1962
Censure was voted specifically on the South Dakota Board of Regents, with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers. The 1982 Annual Meeting determined that the regents also now have sole responsibility with respect to a case which occurred in 1966 at Northern State College (September, 1968, 306-13).
Grove City College (Pennsylvania) (March, 1963, 15-24) 1963
University of the Ozarks (Arkansas) (December, 1963, 352-59) .. 1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.
Nebraska State Colleges (December, 1964) 347-54) 1965
Censure was voted specifically on the Board of Trustees of the Nebraska State Colleges, with respect to a case which occurred at Wayne State College. Censure was not directed against the local or central administrative officers.
Amarillo College (Texas) (September, 1967, 292-302) 1968
Frank Phillips College (Texas) (December, 1968, 433-38) ... 1969
Central State University (Oklahoma) (March, 1969, 66-77) .. 1969
Southern Arkansas University (March, 1971, 40-49) 1971
Onondaga Community College (New York) (June, 1971, 167-74) 1972
Colorado School of Mines (March, 1973, 73-79) 1973
Rider College (New Jersey) (March, 1973, 93-100) 1973
Camden County College (New Jersey) (September, 1973, 356-62) 1974
Virginia Community College System (April, 1975, 30-38) .. 1975
Concordia Seminary (Missouri) (April, 1975, 49-59) 1975
Houston Baptist University (April, 1975, 60-64) 1975
Murray State University (Kentucky) (December, 1975, 322-28) 1976
Blinn College (Texas) (April, 1976, 78-82) 1976
Marquette University (Wisconsin) (April, 1976, 83-94) 1976
University of Osteopathic Medicine and Health Sciences (Iowa) (April, 1977, 82-87) 1977
Wilkes College (Pennsylvania) (April, 1977, 88-93) 1977
State University of New York (August, 1977, 237-60) 1978
University of Detroit (March, 1978, 36-54) 1978
Phillips County Community College (Arkansas) (May, 1978, 93-98) 1978
University of Maryland (May, 1979, 213-27) 1979
University of Texas of the Permian Basin (May, 1979, 240-50) .. 1979
Wingate College (North Carolina) (May, 1979, 251-56) 1979
Olivet College (Michigan) (April, 1980, 140-50) 1980
Nichols College (Massachusetts) (May, 1980, 207-12) 1980
Bridgewater State College (Massachusetts) (April, 1981, 86-95) 1981
Yeshiva University (New York) (August, 1981, 186-95) 1982
Eastern Oregon State College (May-June, 1982, 1a-8a) 1982
University of Idaho (November-December, 1982, 1a-17a) ... 1983
Sonoma State University (California) (May-June, 1983, 3-12) 1983
Auburn University (May-June, 1983, 24-32) 1983
American International College (Massachusetts) (May-June, 1983, 42-46) 1983
Illinois College of Optometry (November-December, 1982, 17a-23a) 1984
Metropolitan Community Colleges (Missouri) (March-April, 1984, 23a-32a) 1984
University of Northern Colorado (May-June, 1984, 1a-8a) .. 1984
Westminster College of Salt Lake City (November-December, 1984, 1a-10a) 1985
Southwestern Adventist College (Texas) (January-February, 1985, 1a-9a) 1985
Temple University (May-June, 1985, 16-27) 1985
Oklahoma College of Osteopathic Medicine and Surgery (May-June, 1985, 37-41) 1985
Talladega College (Alabama) (May-June, 1986, 6a-14a) 1986
Southern Nazarene University (Oklahoma) (November-December, 1986, 7a-11a) 1987
Morgan State University (Maryland) (May-June, 1987, 23-32) .. 1987
The Catholic University of Puerto Rico (May-June, 1987, 33-38) 1987
Husson College (Maine) (May-June, 1987, 45-50) 1987
Hillsdale College (Michigan) (May-June, 1988, 29-33) 1988
University of Judaism (California) (May-June, 1988, 34-40) . 1988
Claflin College (South Carolina) (May-June, 1988, 41-48) .. 1988
Maryland Institute, College of Art (May-June, 1988, 49-54) .. 1988



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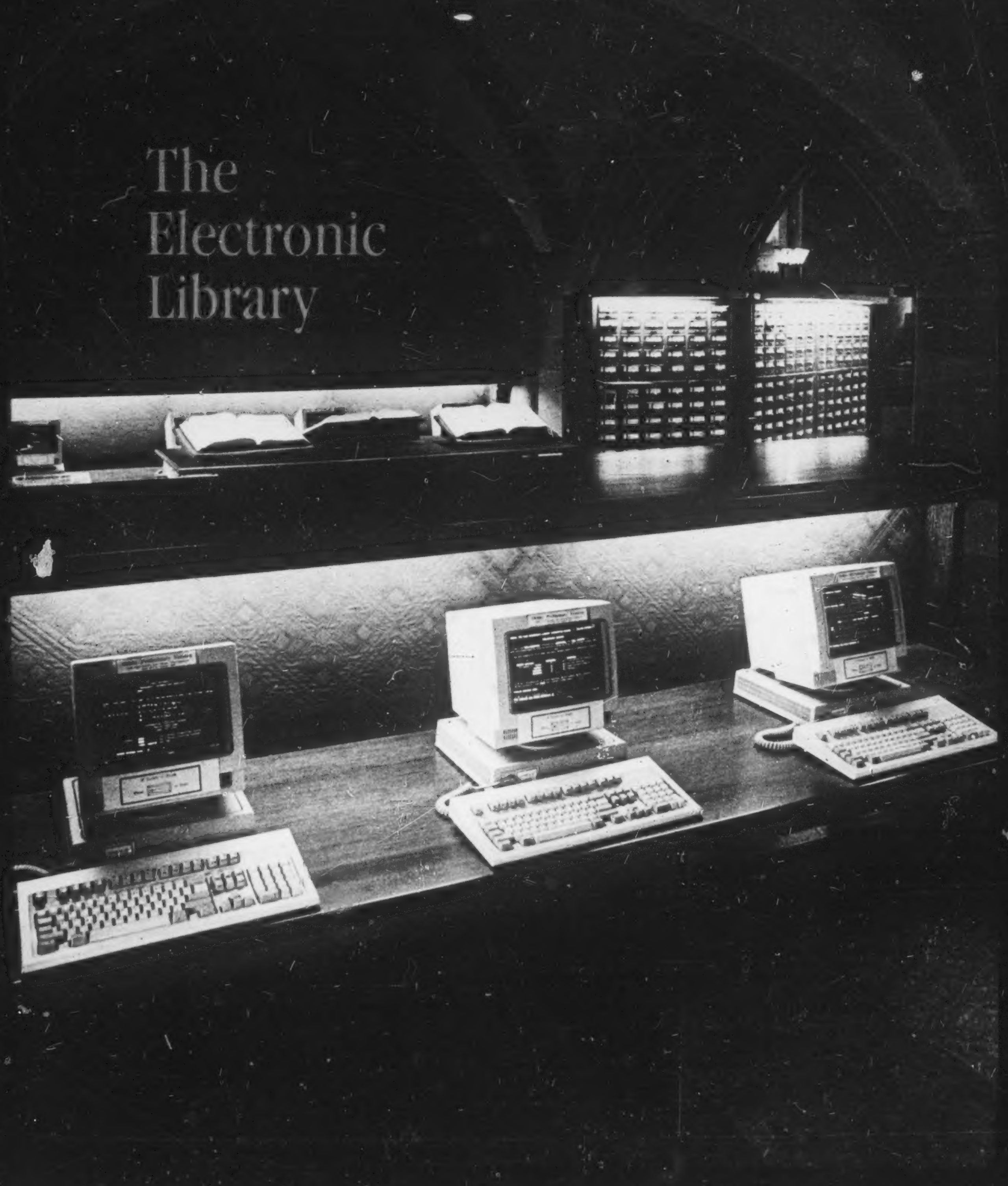

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BULLETIN OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

JULY–AUGUST 1989

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Cover photo courtesy of Yale University

Average Salary and Average Compensation in Preclinical Departments of Medical Schools, by Type of Affiliation and Academic Rank, 1988–89[1]
(Data on 12-Month Basis)

Academic Rank	All Combined	Public	Private	Academic Rank	All Combined	Public	Private
		SALARY				COMPENSATION	
Professor	69,960	68,280	72,110	Professor	85,600	83,180	88,690
Associate Prof.	50,560	49,650	51,530	Associate Prof.	61,770	60,080	63,550
Assistant Prof.	39,570	39,920	39,210	Assistant Prof.	48,070	48,29	47,840
Instructor	29,740	31,170	28,150	Instructor	36,070	37,310	34,690
All Ranks Combined	54,480	54,210	54,780	All Ranks Combined	66,520	65,810	67,330

[1] Sample includes 36 public and 32 private institutions reporting data for preclinical departments.

Addenda to the 1988–89 Annual Report on the Economic Status of the Profession

Data for the following institutions were submitted too late for inclusion in the March–April issue of Academe:

		Average Salary				
Institution	Category	PR	AO	AI	IN	AR
American College, Pa.	III	50,8	40,8	*	–	44,0
Arkansas State University-Beebe Branch	III	–	–	32,1	20,3	28,8
Baker University, Kans.	IIB	27,8	24,6	20,7	–	23,7
Bergen Community College, N.J.	III	52,9	45,4	34,5	25,1	41,7
Berkeley School of New Jersey	IV					19,2
Bloomsburg University of Pennsylvania	IIA	47,9	38,7	31,0	36,5	38,6
California University of Pennsylvania	IIA	47,7	39,0	31,5	23,4	39,7
Cheyney University of Pennsylvania	IIA	47,6	39,2	31,1	24,9	40,3
Community College of Beaver County, Pa.	III	33,8	32,6	29,3	24,4	29,4
Cumberland County College, N.J.	III	*	38,2	34,7	26,4	36,0
Delaware County Community College, Pa.	III	41,9	35,3	31,7	–	39,3
East Arkansas Community College	IV					23,3
Garrett-Evangelical Theological Seminary, Ill.	IIA	40,8	*	*	*	38,2
Gwynedd-Mercy College, Pa.	IIB	26,7	24,6	20,2	18,6	21,6
Harcum Junior College, Pa.	III	*	*	22,9	18,3	22,4
Hebrew Union College, Ohio	IIA	65,1	41,7	*	*	57,6
Howard University, D.C.	I	51,0	38,2	31,0	26,6	38,3
Kutztown University of Pennsylvania	IIA	47,4	38,9	31,7	25,9	40,1
Lancaster Theological Seminary, Pa.	IIA	30,9	–	*	*	28,9
Lutheran Theological Seminary-Philadelphia	IIA	38,9	*	*	*	36,4
Luzerne County Community College, Pa.	III	38,4	32,4	26,3	19,3	28,8
Manor Junior College, Pa.	III	*	*	*	*	18,8
Mansfield University of Pennsylvania	IIA	47,6	38,3	31,2	23,6	38,1
Millersville University of Pennsylvania	IIA	47,4	38,9	31,5	22,9	39,5
Mississippi County Community College, Ark.	IV					22,8
Mount Aloysius Junior College, Pa.	III	*	*	22,8	21,6	22,8
North Arkansas Community College	IV					22,3
Pennsylvania College of Optometry	IIA	*	37,1	29,6	*	35,0
Pennsylvania College of Podiatric Medicine	IIB	43,3	35,0	31,9	*	35,8
Philadelphia College of Bible	IIB	21,7	18,9	17,8	–	19,6
Phillips County Community College, Ark.	IV					23,3
Rich Mountain Community College, Ark.	IV					22,0
Robert Morris College, Pa.	IIB	36,6	34,4	29,2	23,9	31,5
Rockefeller University, N.Y.	I	80,2	46,8	32,0	26,5	39,7
Saint Francis College, Pa.	IIB	36,5	30,6	25,2	21,1	30,6
Slippery Rock University of Pennsylvania	IIA	47,6	38,4	30,9	24,6	38,3
Stevens Institute of Technology, N.J.	IIA	54,2	41,9	35,0	*	45,9
Stockton State College, N.J.	IIB	49,9	40,1	31,6	22,7	38,0
Trenton State College, N.J.	IIA	51,2	41,4	33,2	*	41,0
Valley Forge Christian College, Pa.	IIB	*	*	19,3	*	20,3
West Chester University of Pennsylvania	IIA	47,7	38,9	31,0	23,9	38,4
Westark Community College, Ark.	IV					26,5
Westfield State College, Mass.	IIB	47,5	40,2	34,4	–	41,4

* Number too small to warrant publication.

Notes: PR = Professor, AO = Associate, AI = Assistant, IN = Instructor, and AR = All Ranks. All figures rounded to nearest $100.

Errata in the 1988–89 Annual Report on the Economic Status of the Profession

Published in the March–April 1989 issue of Academe

Mississippi State University. The average salary and average compensation should have been: 46.6, 37.5, 32.7, and 39.7 for salary and 55.4, 44.7, 39.2, 29.0, and 47.3 for compensation for professor, associate, assistant, instructor, and all ranks, respectively.

Parks College of St. Louis University (Ill.). The average salary and average compensation should have been: 34.5, 29.1, 26.6, 22.1, and 28.9 for salary and 40.4, 33.8, 30.6, 24.8, and 33.5 for compensation for professor, associate, assistant, instructor, and all ranks, respectively.

Salisbury State University (Md.). The institutional category should have been IIA rather than IIB.

University of Colorado at Boulder. The average salary by rank should have been 51.5, 40.0, 35.3, 25.5, and 44.4 for professor, associate, assistant, instructor, and all ranks, respectively.

APPENDIX III to the 1988–89 Annual Report on the Economic Status of the Profession

Preclinical Departments of Medical Schools (12-Month Basis), 1988–89

Name of Institution	No. of Faculty				Average Salary				Average Compensation			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
Albany Med. Coll.	20	14	11	4	63,6	46,0	35,7	*	79,5	57,5	44,7	*
Bowman Gray Sch. of Med.	23	25	12	2	64,2	44,1	35,9	*	75,2	54,8	45,1	*
Case Western Reserve Sch. of Med.						PNA				PNA		
Creighton Univ. Sch. of Med.	9	14	13	–	59,7	45,9	43,8	–	68,0	52,4	49,9	–
Duke Univ. Sch. of Med.	42	32	27	2	78,9	55,5	41,7	*	95,3	67,0	50,4	*
East Carolina Univ. Sch. of Med.	14	20	14	1	67,3	51,9	41,3	*	80,8	62,3	49,6	*
Eastern Virginia Med. Sch.	7	9	14	2	61,4	47,1	37,8	*	73,7	56,5	45,3	*
Geo. Washington Univ. Med. Ctr.	19	16	6	–	67,0	47,9	32,5	–	81,7	58,4	39,7	–
Jefferson Med. Coll.	28	14	20	2	61,4	52,9	39,4	*	72,4	62,5	46,5	*
Johns Hopkins Univ. Sch. of Med.	31	24	26	2	77,9	54,5	43,4	*	95,0	66,5	52,9	*
La. State Univ. Sch. of Med.-Shrvprt.	13	16	17	1	54,7	46,0	38,6	*	62,9	52,9	44,4	*
Marshall Univ. Sch. of Med.	1	11	7	–	*	40,4	35,3	–	*	48,0	42,4	–
Med. Coll. of Georgia	27	39	15	4	64,4	46,6	33,9	*	81,1	58,7	42,7	*
Med. Coll. of Ohio	17	24	11	3	64,7	47,2	33,9	*	85,2	62,2	44,7	*
Med. Coll. of Wis.	21	26	23	1	68,1	47,2	37,7	*	81,7	56,6	45,2	*
Meharry Med. Coll.	6	8	24	1	46,3	34,1	32,1	*	54,6	40,2	37,9	*
Morehouse Sch. of Med.	4	8	7	1	*	46,1	36,1	*	*	55,3	43,3	*
New Jersey Med. Sch.-Newark	25	40	6	1	84,3	69,1	51,5	*	102,8	84,3	62,8	*
New York Med. Coll.	16	20	15	6	60,4	44,3	35,7	25,0	73,7	54,0	43,6	30,5
New York Uni. Sch. of Med.	27	37	31	7	81,3	57,2	40,0	24,3	103,3	72,6	50,8	30,9
Northwestern Univ. Med. Sch.	17	18	19	–	69,6	53,1	42,7	–	83,5	63,7	51,2	–
Ohio State Univ. Coll. of Med.	32	28	13	–	68,4	50,0	42,0	–	82,1	60,0	50,4	–
Pa. State Univ.-Hershey Med. Ctr.	24	16	20	2	68,6	49,1	35,0	*	81,9	60,2	43,6	*
Ponce Sch. of Med.	7	5	11	–	36,0	*	24,0	–	40,0	*	27,0	–
Rush Med. Coll.	10	18	24	9	77,6	56,4	45,0	25,8	84,2	64,9	51,8	29,7
Southern Illinois Univ. Sch. of Med.	27	27	18	10	58,2	46,9	36,7	28,4	64,6	52,0	40,8	31,5
Stanford Univ. Sch. of Med.	22	11	10	1	100,7	60,6	49,5	*	127,9	77,0	62,9	*
SUNY Hlth. Ctr.-Syracuse	29	11	13	2	80,3	59,4	44,2	*	98,9	74,6	57,0	*
SUNY Hlth. Sci. Ctr.-Brklyn.	25	20	13	6	87,2	61,2	45,5	40.0	109,9	77,1	57,3	50,4
Temple Univ. Sch. of Med.	38	39	16	–	76,7	53,2	40,7	–	95,1	66,0	50,5	–
Texas A&M Univ. Coll. of Med.	5	11	11	–	*	51,6	44,4	–	*	62,5	53,7	–
Tulane Univ. Sch. of Med.	25	12	14	5	71,0	46,0	38,0	*	84,0	57,0	45,0	*
UMDNJ R.W. Johnson Med. Sch.	20	13	14	4	83,7	69,2	47,2	*	102,1	84,4	57,6	*
Univ. of Arizona Coll. of Med.	19	14	15	1	68,9	50,1	36,9	*	85,4	62,1	45,8	*
Univ. of Arkansas Coll. of Med.	17	20	15	–	54,2	42,7	36,2	–	64,5	50,8	43,1	–
Univ. of Calif.-Irvine Coll. of Med.	18	14	20	–	71,9	48,9	40,2	–	88,4	60,2	49,4	–
Univ. of Calif.-San Diego Coll. of Med.	14	11	7	–	76,6	58,1	49,4	–	94,2	71,5	60,6	–
Univ. of Calif.-San Francisco Sch. of Med.	63	12	20	–	70,6	47,7	39,6	–	86,8	58,7	48,7	–
Univ. of Chicago-Pritzer Sch. of Med.	46	24	20	–	73,6	51,6	43,2	–	92,0	64,5	54,0	–
Univ. of Connecticut Sch. of Med.	19	15	17	6	80,8	53,4	43,2	28,3	99,4	65,7	53,1	34,9
Univ. of Florida Coll. of Med.	34	22	19	–	65,6	52,4	38,8	–	80,7	64,5	47,7	–
Univ. of Hawaii J.A. Burns Sch. of Med.	28	6	5	–	56,7	42,3	*	–	64,1	47,8	*	–
Univ. of Illinois Coll. of Med.	55	34	35	1	67,6	49,0	46,1	*	74,4	53,9	50,7	*
Univ. of Iowa Med. Sch.	48	16	12	–	78,3	53,7	48,8	–	93,1	65,5	60,0	–
Univ. of Louisville Sch. of Med.	27	26	15	1	58,6	48,5	38,1	*	70,9	58,7	46,1	*
Univ. of Massachusetts Med. Sch.	31	26	22	7	73,4	56,0	41,6	32,1	88,1	67,2	49,9	38,6
Univ. of Miami Sch. of Med.	32	30	42	–	71,6	51,2	38,0	–	91,6	65,5	48,6	–
Univ. of Michigan Med. Sch.	60	22	18	–	74,5	50,6	42,0	–	91,6	62,2	51,7	–
Univ. of Minnesota-Minneapolis Med. Sch.	34	18	12	–	65,6	47,5	39,8	–	82,6	59,9	50,2	–
Univ. of Missouri-Columbia Sch. of Med.	19	18	17	–	52,0	43,6	37,5	–	61,9	51,9	44,7	–
Univ. of Missouri-Kansas City Sch. Bas. Lfe.	14	14	3	2	55,2	41,1	*	*	69,0	51,4	*	*
Univ. of Nebraska Coll. of Med.	14	15	11	–	56,6	44,5	36,2	–	66,8	57,2	42,7	–
Univ. of Nevada Sch. of Med.	7	12	3	–	54,9	46,8	*	–	64,2	54,8	*	–
Univ. of Oklahoma Coll. of Med.	15	23	13	1	59,4	47,2	39,9	*	71,9	57,1	48,3	*
Univ. of Pennsylvania Sch. of Med.	53	22	33	–	81,5	57,9	39,1	–	101,1	71,8	48,5	–
Univ. of Pittsburgh Sch. of Med.	16	19	26	–	68,5	49,7	36,4	–	84,3	61,1	44,8	–
Univ. of Puerto Rico Sch. of Med.	10	25	14	1	45,5	26,4	13,1	*	56,6	32,8	16,3	*
Univ. of South Alabama Coll. of Med.	12	16	14	2	56,4	43,6	34,1	*	68,8	53,2	41,6	*
Univ. of South Carolina Coll. of Med.	45	24	22	7	66,2	48,8	41,0	36,4	78,1	57,6	48,4	43,0
Univ. of Southern Calif. Sch. of Med.	21	31	12	2	74,7	53,2	39,1	*	97,0	69,1	50,8	*
Univ. of Texas Med. Sch.-Houston	20	14	17	2	81,6	61,0	43,8	*	97,9	73,2	52,6	*
Univ. of Texas SW Med. Sch.						PNA				PNA		
Univ. of Utah Sch. of Med.	30	16	11	2	63,7	48,1	41,9	*	82,2	62,1	54,1	*
Univ. of Vermont Coll. of Med.	18	19	24	–	64,2	52,7	38,8	–	81,4	66,9	49,3	–
Univ. of Wisconsin Med. Sch.	46	22	16	–	66,7	48,7	44,4	–	94,0	61,4	55,9	–
Vanderbilt Univ. Med. Sch.	38	9	18	1	71,7	49,3	42,6	*	88,9	61,1	52,8	*
Wayne State Univ. Coll. of Med.	36	37	17	–	70,2	54,1	40,4	–	87,7	67,6	50,5	–
Wright State Univ. Sch. of Med.	11	20	14	–	70,7	50,1	42,7	–	86,2	61,1	52,1	–

* Number too small to warrant publication.

Notes: PNA = Publication not authorized. PR = Professor, AO = Associate, AI = Assistant, and IN = Instructor. Both average salary and average compensation rounded to nearest $100.